

4831

6/30/2000

**AGREEMENT
 Between
 CITY OF FLINT
 and
 LOCAL 1600, AFFILIATED
 WITH COUNCIL 25
 and chartered by
 THE AMERICAN FEDERATION OF STATE,
 COUNTY AND MUNICIPAL EMPLOYEES
 AFL-CIO**



Flint, City of

**JULY 1, 1996
 through
 JUNE 30, 2000**



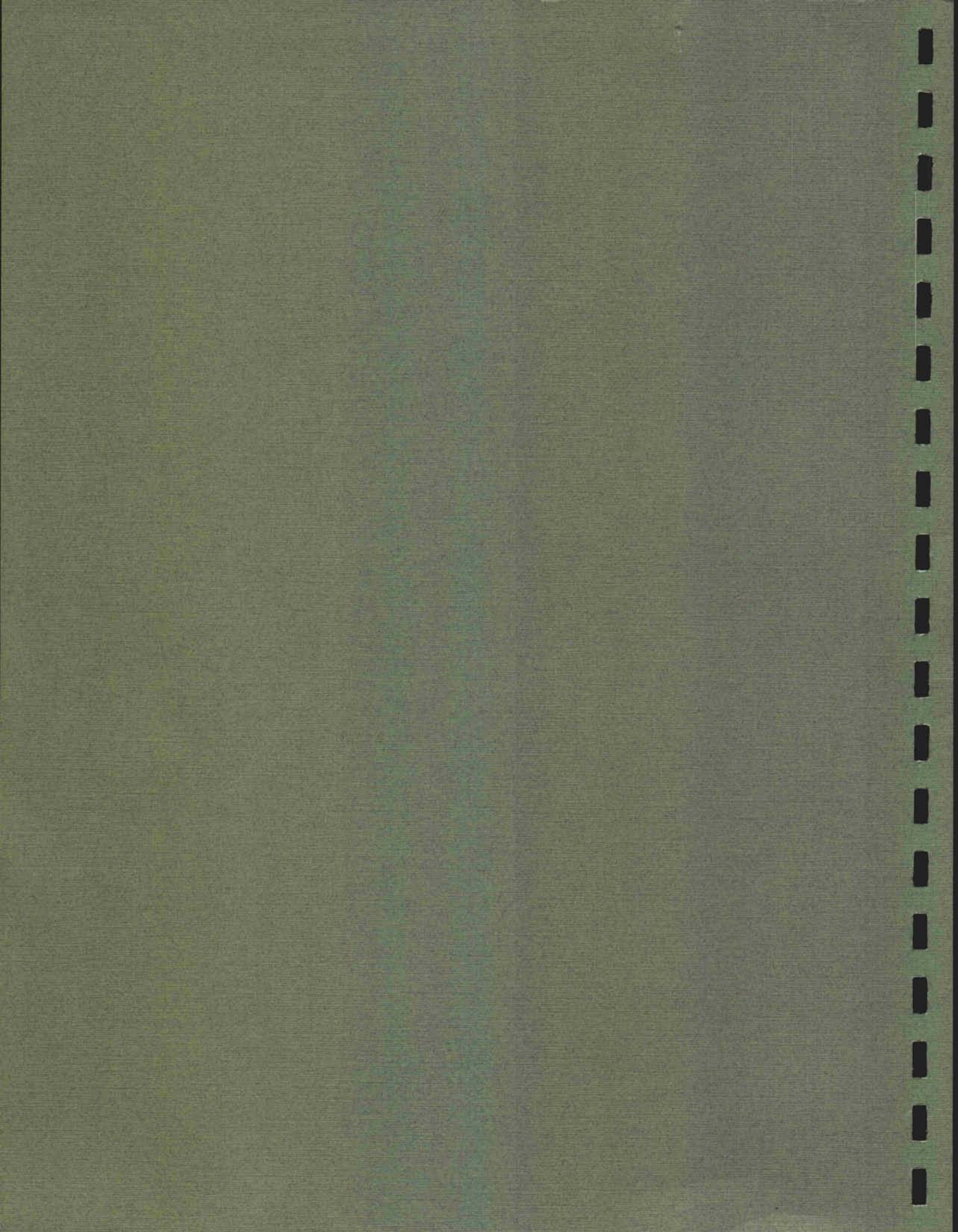


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PREAMBLE

THIS AGREEMENT is entered into on this 12th day of May, 1997, pursuant to and in accordance with Michigan Public Act 379, M.P.A. of 1965, as amended, between the City of Flint, hereinafter referred to as "City" or "Employer" and Local 1600, affiliated with Michigan AFSCME Council 25, and chartered by the American Federation of State, County, and Municipal Employees, AFL-CIO, hereinafter referred to as "Union" or "Employee".

WHEREAS, it is the general purpose of this Agreement to promote the mutual interests of the City and its Employees and to provide for the operation of the services provided by the City under methods which will further, to the fullest extent possible, the safety of the Employees, economy and efficiency of operation, elimination of waste, realization of maximum quantity and quality of output, cleanliness, protection of property and avoidance of interruptions to production. The parties to this Agreement will cooperate fully to secure the advancement and achievement of these purposes, and

WHEREAS, it is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relations between the parties hereto, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein the basic and full agreement between the parties concerning rates of pay, wages, hours of employment, and other conditions of employment.

NOW, THEREFORE, THE PARTIES MUTUALLY AGREE AS FOLLOWS:

ARTICLE 1
RECOGNITION

Section 1.

Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the City of Flint does hereby recognize the Union as the exclusive representative for all employees of the City of Flint, excluding elected officials, appointed officials, confidential employees, administrative employees,

executive employees, supervisory employees, IMA Sports Arena Aides, Golf Clubhouse Workers, school crossing guards, and those employees represented by other certified bargaining units, for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment.

Section 2.

When new classifications or positions are created, the Personnel Director shall, as soon as practical, give notice to the Union of the bargaining unit status of such new classifications or positions. If the Union disagrees with the Personnel Director's determination, the parties agree to meet and confer regarding such status within four (4) weeks of notification of same.

Section 3.

New employees who are disciplined or discharged during their initial hire probationary period shall not be entitled to Union representation except if disciplined or discharged for Union activity. The Union shall, however, represent probationary employees for rates of pay, wages, hours of employment and other conditions of employment.

ARTICLE 2
PLEDGE AGAINST DISCRIMINATION AND COERCION

The provisions of this Agreement shall be applied equally to all Employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, creed, national origin, physical disability or political affiliation. The Union shall share equally with the Employer the responsibility for applying this provision of the Agreement.

All references to Employees in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female Employees.

The Employer agrees not to interfere with the rights of Employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Employer or any Employer representative against any Employee because of Union membership or because of any legal Employee activity in an official capacity on behalf of the Union.

The Union recognizes its responsibility as bargaining agent and agrees to represent all Employees in the bargaining unit without discrimination, interference or coercion.

ARTICLE 3
DEFINITIONS

(a) Regular Employee: shall mean full time hourly rate bargaining unit workers including seasonals who at the time of employment and thereafter are regularly scheduled to work a normal work week or are regularly scheduled to work eighty (80) hours per payroll period in a continuous operation, provided, however, a regular employee whose status is changed as a result of lack of work or lack of funds shall remain a regular Employee under this Agreement.

(b) Part Time Employee: shall mean one who at the time of employment and thereafter is scheduled to work less than a normal work week.

(c) Interim Employee: shall mean one who, at the time of employment, is employed with the intention that his employment will be for a given work period or for a specific project with the probability of being laid off at the end of the work period or project. These Employees shall not receive the benefits provided in this Agreement, except as provided in the Article entitled "Interim Employee". The Personnel Office will maintain an up-to-date record of Interim Employees, their classifications, and work areas. These employees shall not be utilized in a manner that will erode or supplant the bargaining unit. Effective April 1, 1990, all requisitions submitted to the Personnel Department for Interim Employee positions shall include on their face either the given work period or the specific project for which the requisition is being submitted. The Personnel Department shall forward a copy of all Interim Employee position requisitions to the Union.

(d) Seasonal Employee: shall mean one who at the time of employment is employed with the intention that his employment will be for a given work season with the probability of re-employment for the ensuing year after a seasonal layoff.

(e) Provisional Appointment: shall mean an appointment of a current Employee to a position for an interim period during which an eligibility list is being prepared. Such appointments shall, insofar as practicable, be limited to a maximum of ninety (90) days. Upon termination of a provisional appointment, the Employee shall be entitled to return to his prior employment status.

(f) Temporary Employee: shall mean one who is employed for a short period of time to perform emergency or extra work in a department, or to fill a temporary vacancy created by a maternity leave granted to a regular Employee. Temporary appointments shall be limited to a maximum of ninety (90) days within a cost center, and are non-renewable. A vacancy created by the granting of a maternity leave may be filled by temporary appointment and may continue for a period up to and including one hundred twenty (120) days following termination of the pregnancy of the

Employee on maternity leave. These Employees shall not receive the benefits provided in this Agreement.

(g) Auxiliary Employees: shall mean Employees whose salaries are not paid by the City (e.g., N.Y.C., Y.E.P.T.A., etc.) but who are utilized by the City to perform extra work. These Employees shall not be utilized in a manner that will erode or supplant the regular work force.

(h) Dual Classification Position: shall mean a combination of two (2) positions of different classifications requiring the services of one (1) Employee, who has been certified as qualified and who may be required to perform in both classifications.

(i) Normal Work Week: shall consist of five (5) consecutive eight (8) hour days, Monday through Friday, except for continuous operations.

(j) Continuous Operations: is defined as an operation regularly scheduled seven (7) days per week, twenty-four (24) or less hours per day.

(k) Normal Work Shift: shall consist of eight (8) consecutive hours, with the exception of the meal break and shall have a regular starting and quitting time.

(l) Regular Pay Period: shall include the first scheduled full shift which begins after 12:01 a.m. Sunday, and shall run to include the last shift scheduled to begin prior to midnight the second following Saturday. Such period is for two (2) weeks duration.

(m) Day: The word days, when used herein, for the purpose of establishing time periods only, shall be interpreted to mean work days; Monday through Friday, excluding holidays.

ARTICLE 4 **PART-TIME EMPLOYEES**

Section 1.

The only benefits under this Agreement to which part-time Employees shall be entitled are those specifically enumerated and such benefits shall accrue and become payable under the conditions specified herein.

Section 2.

Part-time Employees who become regular, full-time Employees will be placed in that step of the compensation schedule to which their service credits earned as part-time Employees shall entitle them, and they shall receive full credit for all such service

credits in determining future rate increases and fringe benefits as a regular full-time Employee.

ARTICLE 5
TEMPORARY & INTERIM EMPLOYEE

Section 1.

At such time as a temporary or interim Employee is certified and appointed to fill a regular position without an interruption of service (as defined herein) he shall receive credit for all service credits earned as a temporary or interim Employee toward step advancements in the compensation schedule and eligibility for fringe benefits based upon length of continuous service. Crediting of such time will not cause a retroactive crediting of sick and annual leave time the employee would have accumulated if he had not been an interim and/or temporary employee.

Section 2.

Such Employee may then elect to purchase time spent as a temporary or interim Employee as though it were prior military service.

Section 3 - Compensation.

Interim or temporary Employees shall receive none of the benefits provided in this Agreement and shall be paid in accordance with Schedule C of Appendix A.

Section 4 - Recall.

An interim Employee shall accrue service credits at the rate of .1755 for each straight time hour worked and shall be afforded an opportunity to return to interim employment in subsequent years on the basis of service credits earned in prior seasons.

ARTICLE 6
CASUAL SKILLED LABORER

The classification of Casual Skilled Laborer shall be used, as far as practicable, for positions whose primary functions are not regularly performed or common to other classifications represented by the bargaining unit. The Personnel Director shall notify the Local Union President at least ten (10) work days prior to the hiring of a Casual Skilled Laborer. Said notice shall include the date of hire, reason for hire and projected date of layoff.

It is further agreed that those Employees classified as Casual Skilled Laborer shall not be entitled to the provisions of Article 17, entitled Layoff -Recall, however, every attempt will be made to utilize an Employee laid off or recalled in another position should such Employee possess the qualifications for said position.

Individuals employed in the classification of Casual Skilled Laborer shall not receive the benefits provided in this Agreement.

Such Employees shall be allocated for pay purposes by indicating the predetermined pay level for each position (for example, Casual Skilled Laborer - 10 shall be paid at the interim rate for level 10).

ARTICLE 7 **AGENCY SHOP**

Section 1.

It shall be a continuing condition of employment that all Employees covered by this Agreement shall either maintain membership in the Union by paying the Union's dues, or shall pay an agency fee equal to Union dues.

Section 2.

Any Employee who has failed to either maintain membership or pay the requisite agency fee shall not be retained in the bargaining unit covered by this Agreement; provided, however, no Employee shall be terminated under this Article unless:

- (a) The Union has notified him by Certified Letter addressed to his address last known to the Union spelling out that he is delinquent in payment of dues or agency fees, specifying the current amount of delinquency, and warning the Employee that unless such amount is tendered within ten (10) calendar days, he will be reported to the City for termination from employment as provided for herein, and,
- (b) The Union has furnished the City with written proof that the foregoing procedure has been followed or has supplied the City with a written demand before that Employee will be discharged for failure to conform to the provisions of this Article. The Union will provide to the City, in affidavit form signed by the Union Treasurer, a certification that the amount of delinquency does not exceed the Union dues or agency fees.

Section 3.

Local 1600, AFSCME, and/or Michigan AFSCME Council 25, shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Employer for the purpose of complying with any of the provisions of this Article.

ARTICLE 8
CHECK-OFF/DUES DEDUCTIONS

Section 1.

During the life of this Agreement, the Employer will deduct dues and agency fees which have been certified to the Employer by the Treasurer of the Union, provided that at the time of such deduction there is in the possession of the Employer a written authorization, executed by the Employee, in the form and according to the terms of the authorization form heretofore agreed to between the parties.

Section 2.

Previously signed written authorizations shall continue to be effective as to current Employees and as to reinstated Employees. Any future increase in dues or agency fees will not require the Employee to sign a new authorization form.

Section 3.

Union dues and agency fees shall be deducted in equal installments each pay period during the life of this Agreement. As to Employees hired thereafter, said deduction shall commence the second pay day following employment and shall continue as set forth above.

Section 4.

(a) In the event that a refund is due any Employee for any sums deducted from wages and paid to the Union, it shall be the responsibility of such Employee to obtain appropriate refund from the Union.

(b) Local 1600, AFSCME, and/or Michigan AFSCME Council 25, shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Employer for the purpose of complying with any of the provisions of this Article.

Section 5.

The total of all sums deducted by the Employer shall be remitted to the Treasurer of the Union not later than ten (10) days after such deductions are made, together with an itemized statement.

Section 6.

In the event the Union requests that the Employer deduct monies in excess of the amounts deducted as of the date of execution of this Agreement, such request shall be effective only upon written assurance by the requesting party that the additional amounts have been authorized pursuant to and under the Union's Constitution.

Section 7.

The Employer shall not be liable for the remittance or payment of any sums other than those constituting actual deductions made; and if for any reason it fails to make a deduction for any Employee as above provided, it shall make that deduction from the Employee's next pay in which such deduction is normally deducted after the error has been called to its attention by the Employee or the Union.

Section 8.

If during the term of this Agreement the Union determines that dues and service charges are to be deducted on a percentage formula basis, the initial cost increase incurred in implementing such a plan shall be borne by the Union.

ARTICLE 9
UNION BUSINESS

Section 1. Union Officers.

The names of Employees elected or appointed to Union offices, e.g. Officers, Stewards, Committee Members, shall, within thirty (30) days of election or appointment, be certified by the Union to the Director of Labor Relations. The Director of Labor Relations shall be promptly notified in writing of any changes occurring during the terms of office.

Stewards shall be elected or appointed to represent Employees and process grievances as follows: One (1) Steward for each shift in any recognized division or subdivision having less than thirty-five (35) Employees; one (1) additional Steward for each additional thirty-five (35) Employees or fraction thereof. The activity of Stewards shall be restricted to their area of employment. However, if an Employee, for good

cause, cannot utilize the services of his area Steward, he may apply to the Chief Steward of his area for assistance. The Union reserves the right to appoint a maximum of two (2) Chief Stewards.

Section 2. Constitution.

Copies of the Union's current Local, Council and International Constitutions shall be furnished to the Director of Labor Relations.

Section 3. Attendance at Conferences, Conventions or Seminars.

Employees certified by the Union shall be granted leave with pay, for the purpose of attending Union conferences, conventions or seminars. The total number of hours of leave authorized for the four (4) years of this Agreement shall not exceed four hundred (400). The Union shall, at least ten (10) days prior to any such conference, convention or seminar, notify the Director of Labor Relations of the Employees certified by the Union to attend such meetings, such notice to contain the date, time, place and purpose thereof.

Section 4. Negotiating Team.

Members of the Union's negotiating team shall be released during their normal work shift without loss of pay, for the purpose of meeting with the City's negotiating team to negotiate a new collective bargaining agreement for Employees represented by the Union. The date, time and place of such meetings shall be established by mutual agreement between the parties and a maximum of three (3) members of the Union's negotiating team shall be released for such purpose at any one time, and only upon authorization by the Director of Labor Relations.

Section 5. Visits By Union Representatives.

Full time Union representatives, Council and International representatives of the American Federation of State, County, and Municipal Employees shall have reasonable access to the premises of the Employer at any time during working hours to conduct business relating to administration of this Agreement. Provided, however, advance notice of any desired meeting and prior authorization from the appropriate supervisor shall be secured before entering a work area. The supervisor will arrange a time and place for the meeting without undue delay.

Duly and properly appointed or elected stewards and Chief Stewards shall, upon authorization, be afforded the necessary time to reasonably investigate and process grievances during their regular working hours without loss of time or pay. Such authorization shall not be unreasonably withheld. However, their activities shall be

confined to the areas which they represent and any deviation from this may result in disciplinary action by the Employer.

Section 6. Union Bulletin Boards.

The Employer agrees to furnish and maintain suitable bulletin boards in mutually agreeable places to be used by the Union.

The Union shall limit its posting of notices and bulletins to such bulletin boards.

ARTICLE 10
GRIEVANCE AND ARBITRATION PROCEDURE

(a) The parties to this Agreement agree that the grievance procedure hereby established shall serve as the means for the amicable settlement of any dispute or grievance arising between the Union and the Employer under the provisions of this Agreement, including the application, meaning or interpretation of same. The parties seek to secure at the lowest possible administrative level, equitable solutions to the grievance.

(b) On matters involving reclassifications, promotions, suspensions of 29 days or longer, and discharges, an Employee may elect to either process a grievance in accordance with this Article or submit the matter directly to the Civil Service Commission, provided it is understood that whichever avenue is elected it will bar proceedings or relief under the other avenue. All other disputes or grievances involving questions of contract interpretation of specific provisions of this Agreement shall be processed under this Article as the exclusive remedy and shall not be subject to appeal to the Civil Service Commission.

(c) It is understood that the inclusion of paragraph (b) above is not intended to change whatever right the Union may have had to protest application and/or changes in personnel rules and City policies not involving questions of contract interpretation under the collective bargaining agreement to the Civil Service Commission, nor is it intended to grant the Union such rights if the Union did not have said rights prior to paragraph (b).

Step 1.

An Employee with a grievance shall first discuss it with his immediate supervisor, either individually or with the Union steward to try and resolve the matter informally.

If the grievance is not satisfactorily resolved with the supervisor's oral response to the Employee, the Employee shall submit it to the division supervisor in writing on the Grievance Form within three (3) work days and the division supervisor shall respond in writing within five (5) work days.

Step 2.

If the grievance has not been satisfactorily resolved at Step 1, it shall be presented in writing, counter-signed by the Local President or his designee, by the Union steward or the Union Grievance Committee to the appropriate department head within five (5) work days after the division supervisor's written response is due. The department head shall respond to the Union in writing within five (5) work days of the submission to him. The department head or the Union may request a meeting to resolve the grievance. If requested, the meeting shall be held within the time limits of the response due date.

Step 3.

If the grievance has not been satisfactorily resolved at the Step 2 level, it shall be appealed by the Union to the Director of Labor Relations in writing within seven (7) work days after the department head's response is due.

The Director of Labor Relations will cause grievance appeal meetings to be set up. No less than one (1) day per month will be scheduled for reviewing appealed grievances. Grievances appealed by the first day of the month will be reviewed at that month's meeting. Two (2) representatives of the City, designated by the Director of Labor Relations, and two (2) representatives of the Union, designated by the Local President, will attend such meetings. The purpose of the meeting shall be to attempt to resolve the grievance or develop alternative solutions by mutual agreement.

If there is no accord upon the disposition of the appealed grievance, the Director of Labor Relations will notify the Union that the grievance is denied. Said notice shall be in writing and shall set forth the reasons for denial and shall be submitted within ten (10) work days after the meeting.

Either party may submit the grievance to arbitration by notifying the other party of the desire to arbitrate within ten (10) work days from the date the response from the Director of Labor Relations is due. Such notice shall be in writing and shall identify all of the provisions of the Agreement allegedly violated, shall state the issues involved, and the relief requested.

In the event a grievance is resolved, the settlement shall be put in writing by a Labor Relations Representative and copies of the settlement shall be given to all parties no later than the next month's meeting.

Step 4.

The arbitrator shall be selected by mutual agreement between the City and the Union for the instant case. Arbitrations will be conducted in accordance with the rules and regulations of the American Arbitration Association. If an agreement is not reached by the parties, the services of the Federal Mediation and Conciliation Service will be utilized in the following manner: A list of at least seven (7) arbitrators will be requested from FMCS. If an arbitrator is not mutually agreed to from such list, within ten (10) work days from receipt of the list, FMCS will be requested to submit a second list of at least seven (7) arbitrators. In the event an arbitrator is not mutually agreed to from such list, within ten (10) work days from receipt of such second list, the Union and the City shall alternate in the striking of names from such second list until the name of only one arbitrator remains, and the last remaining arbitrator shall hear the case unless either party can substantiate in detail why that arbitrator shall not handle the case. After submission to the arbitrator, a hearing shall be held as soon as is practicable and the arbitrator shall issue an opinion and award. His decision shall be final and binding on the parties. The arbitrator's fees, travel expenses, the filing fee, and the cost of any room or facilities shall be borne equally by the parties incurring them.

The arbitrator shall have no power to alter, add to, or subtract from the terms of this agreement and shall render his decisions in writing and set forth his findings and conclusions only on the cause at issue. In the event either party desires more than the basic finding of the arbitrator, such as a transcript, the cost shall be borne by the party making the request.

General Provisions With Regard to the Operation of the Grievance Procedure.

1. The time limits set forth above are considered to be maximum but may be extended in writing by mutual consent.
2. Grievances shall be submitted within ten (10) work days of the event giving rise to the grievance.
3. The Union will make a reasonable investigation of any grievance before it is reduced to the formality of a written complaint, in order to ascertain that the complaint is justified and there are reasonable grounds to believe the claim is true in fact. The grievance complaint shall set forth all the facts necessary to understand the issues involved, and it shall be free from charges or language not germane to the real issue or conducive to subsequent calm deliberation. So far as possible, the Union and the Employer shall avoid publicizing any grievance or complaints founded thereon prior to the final determination of the issue.

4. Failure of the Union to proceed with the grievance to the next following step within the allotted time limits shall be deemed acceptance of the determination made by the City on the grievance.

5. Failure of the City to respond to a grievance within the allotted time limit shall automatically advance the grievance to the next step of the procedure.

6. The grievant(s) and witnesses who are Employees of the City shall be relieved of their duties when scheduled to work and shall appear and testify at any step of the grievance procedure when their presence and testimony is required by either party. Time spent by such grievant(s) and witnesses in meeting the terms of this provision, if during normal working hours, shall be considered as time worked.

7. An Employee who is allegedly aggrieved shall be entitled to Union representation at the time he is aggrieved.

8. Class Action and Policy Grievance. A matter involving three or more employees and the same question may be submitted by the Chief Steward or his designee as a policy or class action grievance in writing within ten (10) working days of the event giving rise to the grievance. Such written grievance shall be submitted at Step 3, it being the intent of the parties that for policy and class action grievances, the Department head or his designee shall be substituted for the immediate supervisor at Step 1 of the grievance procedure and Step 2 does not apply to policy grievances or class grievances. Large groups of aggrieved employees may be identified by a general description rather than by name (e.g., all third shift employees, all third shift Police Department employees).

9. Grievances regarding discharges or suspensions of ten (10) or more work days shall be submitted in writing at Step 3 of the procedure within ten (10) work days of the effective date of the discharge or suspension.

10. The parties agree in those instances in which a supervisor "waives" or "passes" on a grievance at the request of the Union and/or the aggrieved employee or on his own volition, the waiver shall have no effect on the procedural and/or substantive matters of that grievance, and is without precedent to any other grievance.

ARTICLE 11 **MANAGEMENT RIGHTS**

Nothing in this Agreement shall be construed to interfere with the City's inherent right to manage and direct all of its operations, activities and working force of Employees, the right to hire, suspend, discipline, discharge for cause, promote, demote, assign, transfer, lay off, recall or relieve Employees from duty and determine

the number of Employees, provided that such shall be done for justifiable and legitimate reasons.

The City shall further have the full right to establish policies and procedures to determine the type and scope of services to be furnished and facilities to be operated, to establish schedules of operations and methods, procedures and means for providing services. The City shall have the right to introduce new or improved working methods or facilities.

The above rights and responsibilities must be exercised consistent with all terms of this Agreement. The Union shall not be deemed to have waived its right to grieve if it deems the action taken to be improper or to adversely affect the rights of Employees.

ARTICLE 12 **MAINTENANCE OF CONDITIONS**

Except as otherwise provided in this Agreement, all conditions and benefits will be maintained during the term of this Agreement at no less than the standard in effect on June 30, 1982.

ARTICLE 13 **WORK RULES**

The Employer agrees to negotiate changes in existing work rules or the establishment of new work rules with the Union.

New work rules, or proposed changes in existing work rules, shall be posted on bulletin boards at least ten (10) days prior to their effective date. However, prior to this posting, a copy of the new work rules, or proposed changes in existing work rules, shall be submitted to the Director of Labor Relations for review and approval. Once approved, the Director of Labor Relations shall then transmit a copy of the new work rules, or proposed changes in existing work rules, to the Union. This transmittal to the Union shall occur no later than the first day the new work rules, or proposed changes in existing work rules, are posted.

Any unresolved complaint as to the reasonableness of any new or existing rule, or any complaint involving discrimination in the application of new or existing rules shall be resolved through the grievance procedure.

ARTICLE 14
SUCCESSOR PARTIES

This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be affected, modified, altered, or changed to the detriment of the other party in any respect whatsoever by the consolidation, merger, sale, transfer, lease or assignment of either party hereto, or affected, modified, altered, or changed in any respect whatsoever by any change of any kind of the ownership or management of either party hereto or of any separable, independent segment of either party hereto.

ARTICLE 15
JOB SECURITY

Preamble:

The City's right to contract or sub-contract shall not be used for the purpose or intent of eroding the Union, nor to discriminate against nor adversely affect its recognized members.

In the event the City is intent upon, or seeking information relating to, or seeks to enter a contracting or sub-contracting agreement where a reasonable projection of the anticipated value of the contract or subcontract would lead to a conclusion that the contract or sub-contract will likely require City Council approval, the City shall hold discussions with the Union no less than sixty (60) calendar days prior to submission of said contract to City Council for approval. In cases where the reasonable projection of the anticipated value of the contract or subcontract would lead to a conclusion that the contract or sub-contract would not require City Council approval, the City shall hold discussions with the Union no less than twenty-one (21) calendar days prior to the letting of said contract or sub-contract.

The Union will be advised of the nature, scope, approximate duration, and the reasons why the City is contemplating or intent upon contracting or subcontracting out the work.

In cases where the City's intention to contract or sub-contract is based, in whole or in part, upon cost or financial considerations, the City shall have an obligation to prepare and make available to the Union cost analyses detailing both the current costs of performing the work with bargaining unit employees and the estimated cost to the City of contracting or sub-contracting out the work. Such initial cost analyses shall be provided the Union at the outset of the discussions described above, and the Union shall be made aware of revised cost analyses and estimates.

Section 1:

The parties recognize the seriousness of the problems associated with contracting out of work that would normally be performed by employees employed within the Union's exclusive collective bargaining unit. Also recognized is the seriousness of job security and job protection, and both parties, the Union and the Employer, shall make every effort to assure and maintain jobs and work to be done by employees represented under the collective bargaining agreement.

Section 2:

(a) General Rule:

In determining whether work should be contracted out or accomplished by the bargaining unit, the guiding principle is that work which is capable of being done by bargaining unit employees, which is normally done by bargaining unit employees, and which may be performed at a competitive cost by bargaining unit employees, shall be performed by such bargaining unit employees. Accordingly, the City of Flint will not contract out any work unless it demonstrates that such work meets one of the following exceptions.

(b) Exceptions:

1. Work may be contracted out by mutual agreement of the parties.
2. Work may be contracted out if it has been the consistent practice of the City of Flint to have such work performed by employees of contractors.
3. Work may be contracted out if it involves new construction, including the installation, replacement, and/or reconstruction of equipment or facilities. The term "new construction" shall not include construction work which, in and of itself, constitutes the mission of the department, division, or cost center which is responsible for the work. The term "new construction" shall include any work performed on equipment or systems pursuant to, required for the continued validity of, or required to make effective, a manufacturer's or vendor's warranty or guarantee, including warranties or guarantees that such equipment or systems are free of errors in quality, workmanship or design, or will perform at stated levels of performance and/or efficiency subsequent to installation.
4. Work may be contracted out where the work is associated with leased equipment when the leased equipment is available only with a commitment to use the employees of contractors or lessors for its operation and maintenance.

5. Work may be contracted out when it is more reasonable for the City to contract out such work than to use its own employees. Reasonableness shall be determined in accordance with the provisions of subsection (c) below.

6. Work may be contracted out when it is determined that it is not economically competitive for the City to use its own employees. Economic competitiveness shall be determined in accordance with the provisions of subsection (d) below.

(c) Reasonableness:

Where the City believes it should be allowed to contract out because it would be more reasonable to do so, the following factors shall be considered:

1. Whether the bargaining unit will sustain layoffs, and, if layoffs will occur, the number of employees to be laid off in comparison to the total membership of the bargaining unit, both of which would be deemed a negative factor;

2. Whether there will be the need, and, if so, the cost of hiring new employees, which, in the case where the work would be of a temporary or sporadic nature, would be deemed a negative factor;

3. The desirability of recalling employees from layoff who possess the skills and abilities necessary to perform the work;

4. Availability of qualified employees who are actively employed or on layoff for a duration long enough to complete the work;

5. Availability of required equipment and materials on hand or by lease or purchase, provided that either the capital outlay for the purchase of such equipment, or the expense of leasing such equipment, is not an unreasonable expenditure in all the circumstances at the time the proposed decision is made;

6. Whether the decision to contract out the work is made to avoid any obligation under the collective bargaining agreement or benefits agreements associated therewith.

In any and all cases where the City concedes that it would be economically competitive for bargaining unit employees to perform the work but that subcontracting is warranted solely due to issues of reasonableness, it shall be the City's burden to prove that it would not be reasonable to use bargaining unit employees to perform the work.

(d) Competitiveness:

1. In determining the cost competitiveness of bargaining unit employees performing the work, bargaining unit employees shall always be entitled to the benefit of any bid preference that any potential contractor might be able to claim under the City's ordinances or other applicable laws or regulations, whether or not any entity actually attempting to secure the work in question actually is entitled to such preference.

2. In any case where the cost of performing the work with city employees, including the purchase of necessary tools, vehicles or equipment is equal to or less than the cost of contracting out the work, it is presumed that it is economically competitive for bargaining unit employees to perform the work.

3. In any case where the cost of performing the work with city employees, including the purchase of necessary tools, vehicles or equipment, is greater than the cost of contracting out the work but equal to or less than 6.5% above the cost of contracting out such work, there shall be no presumption regarding the economic competitiveness of bargaining unit employees performing the work and, therefore, any determination that the City may contract out the work must be made on other factors, including reasonableness. In determining reasonableness under this paragraph, in addition to the factors to be considered in subsection (c) above, the factor of the total dollar amount saved by contracting out shall also be considered.

4. In any case where the cost of performing the work with city employees, including the purchase of necessary tools, vehicles or equipment, is greater than 6.5% above the cost of contracting out such work, there shall be a presumption that it is not economically competitive for bargaining unit employees to perform the work and, therefore, that the City may contract out the work.

5. In determining the cost of performing the work with city employees, the fringe benefit fund factor allocated to the self-insurance fund (*i.e.*, the fund used for generation of funds to pay damage settlements and judgments) will be excluded from any computation.

6. When the cost of purchase or lease of necessary tools, vehicles or equipment is used in determining competitiveness, the City shall only consider the actual cost of the tools, vehicles or equipment, and shall not add to that cost any administrative upcharge imposed by the Purchasing Department or any other department as an added cost for the procurement of said items.

7. In determining competitiveness, it is agreed that cost calculations shall be based upon the actual hourly charge of a vehicle to an operating department, division or cost center, but, for purposes of making cost calculations, such hourly charges shall not exceed the maximum charge allowed by the State of Michigan for weight and gasoline tax reimbursements.

8. In the event that any proposed contract, sub-contract, or request for quotation or proposal, is based in whole or in part upon the selling, leasing, lending, or in any other manner transferring use or ownership of City owned vehicles, machinery, facilities, or any other assets, competitiveness calculations will be based upon the fair market value of the vehicles, machinery, facilities, or other assets proposed to be sold, leased, lent, or otherwise transferred.

(e) Contracting Out Committee:

1. A joint City/AFSCME contracting out committee shall be constituted. This committee shall consist of no more than five (5) members from the City and shall minimally include either the Director, or the Director's designee, of the Personnel, Finance and Purchasing Departments and one member of the Labor Relations Department staff. This committee shall consist of no more than five (5) members from the Union(s) and shall minimally include one (1) member from AFSCME Council 25, with the balance of the members being apportioned from those AFSCME Locals signatory to an agreement creating such committee.

2. The joint City/AFSCME contracting out committee shall meet at least two times each month during the first year of the committee's existence and, thereafter, shall meet at least one time each month. Members of the Union's committee shall be released during their normal work shift without loss of pay to participate in these meetings. The date, time, and place of such meetings shall be established by mutual agreement.

3. The purpose of the joint City/AFSCME contracting out committee shall be to discuss and attempt to resolve problems in connection with the operation, application and administration of the provisions of this Article. The committee is specifically charged with the responsibility to discuss methods of cost allocation, the development and production of fiscal, wage, and other financial data necessary for the union to properly administer the provisions of this Article.

4. This committee has no authority to negotiate either resolutions to or grievances arising out of this Article nor does this committee have the authority to determine what work shall or shall not be contracted out; such authority being reserved to the respective collective bargaining and/or grievance committees of the parties.

(f) Notice and Information:

Before the City finally decides to contract out an item of work which it claims the right to contract out, the City, through its Labor Relations Department, shall give the Union notice of intent to contract out at the earliest possible date. In addition, the Purchasing Department shall transmit to the Union a copy of any request for quote or bid which involves labor which arguably could be performed by bargaining unit members no later

than the date that said bid package or request for quotes is made available to potential contractors. In no case shall the City enter into a contract calling in whole or in part for the performance of labor which arguably could be performed by bargaining unit members without giving the Union a minimum notice prior to either the proposed date of submission of the contract to City Council or, where City Council action is not required, the proposed date upon which the contract will be executed by the City. Such notice shall contain the following information:

1. Detailed description of work to be contracted out, including location, type of work, crafts or occupations involved, and estimated duration of work;
2. Where appropriate, anticipated utilization of bargaining unit forces during period and effect on operations if work is not completed in timely fashion; and/or,
3. Where appropriate, cost computations which the City may rely upon to support any claim that it is more reasonable to contract out.
4. Detailed description of what exceptions under this Article are claimed by the City as the basis for the right to contract out.

(g) Mutual Agreement:

In the event that the City and the Union mutually agree that work may or may not be contracted out, such agreement shall be final and binding but only as to the matter under consideration and shall not affect future determinations under this provision. If the matter is not resolved by mutual agreement, the Union may protest the decision to contract out by submitting the matter to the Expedited Procedure set out in Section (h) below.

(h) Expedited Contracting Out Dispute Resolution Process:

In all cases, except those involving day-to-day maintenance and repair work and service which do not involve the layoff of existing employees, the Expedited Process shall be implemented and completed prior to letting a binding contract.

In order to timely protest a decision to contract out, the Union must, within ten (10) working days of notification of the City's decision to subcontract, advise the City in writing that it demands arbitration under the expedited process.

Thereafter a expedited arbitration proceeding shall be scheduled within thirty (30) calendar days from the date of demand for arbitration, unless mutually agreed that an extension of time is appropriate. The impartial arbitrator shall hear the dispute as scheduled, briefs (if any) shall be filed within twenty-one (21) calendar days of the

close of said hearing, and the arbitrator's written decision shall issue within fourteen (14) days of the receipt of briefs. The formal opinion of the arbitrator explaining said written decision shall issue within thirty (30) days of the filing of briefs.

The decision of any arbitrator under this expedited process shall not be cited as a precedent by either party in any future contracting out dispute.

The panel of arbitrators from which an arbitrator shall be selected under this expedited arbitration procedure shall consist of: Patrick A. McDonald, Theodore St Antoine, Maurice Kelman, Elliot I. Beitner, and Carol van Auken Haight. Each year, each party to this agreement may strike one arbitrator from the panel. The parties shall then agree on a replacement for the arbitration panel.

Nothing contained in this Article shall deprive the Union from engaging in rights otherwise allowed in the Constitutions of the State of Michigan and the United States.

The City agrees that it will take every step available to insure that the Employees affected by contracting of work shall be offered employment in other departments of the City or with the contractor.

ARTICLE 16 **SENIORITY/SERVICE CREDIT**

Section 1. Definitions.

(a) City Seniority: For each straight time hour paid from and after the last date of hire, an Employee shall receive .1755 service credits. The total service credits shall determine City seniority.

(b) Departmental Seniority: Department seniority shall be determined on the basis of service credits earned by an Employee for all straight time hours paid in his current department. For purposes of this Agreement, except as specifically provided otherwise herein, a division shall be considered a department.

When a department, division or section of a division is transferred to another department, seniority in classification in the previous department shall be credited to the affected Employees.

(c) Classification Seniority: Classification seniority shall be determined on the basis of service credits earned for all straight time hours paid in the classification following permanent appointment.

Section 2. Computation.

Service credit shall not be credited for time not paid, except under the following:

- (a) Military, military reserve and Union business leaves.
- (b) Workers' compensation, for the period when an Employee is receiving benefits under the statute.
- (c) Extended sick leave, credit will be given for the first thirty (30) service credits of such leave while an Employee is receiving extended sick leave insurance benefits described in the Article entitled Extended Sick Leave Insurance.
- (d) The first seven (7) service credits in a fiscal year that an Employee is without pay shall be afforded to affected Employees. Further time without pay will not accumulate credit, except as specified above.
- (e) An Employee who is promoted out of Local 1600 but within his/her regular promotional series, shall continue to accrue seniority for a maximum period of time equal to his/her seniority earned in Local 1600. Thereafter his/her seniority shall be retained but will not accumulate.
- (f) An Employee who is transferred or promoted out of Local 1600 but not within his/her regular promotional series shall retain seniority earned in Local 1600 but will not accumulate additional seniority within Local 1600.

Section 3. Conversion of Present Employees.

Credit with 365.04 service credits each year service.
Credit with 30.42 service credits each month service.
Credit with 1.404 service credits each day service.

Section 4. Credit for Retirement.

City seniority shall be used for retirement purposes. Any calendar month in which an Employee earns 14.04 or more service credits shall count as one (1) month of service.

Section 5. Loss of Seniority.

An Employee shall lose his seniority for the following reasons:

- (1) Resignation
- (2) Discharge not subsequently reversed
- (3) Retirement
- (4) Absence for three (3) consecutive days on which the Employee was scheduled to work without proper notification to the Employer. Because of unreported absence, the Employee is considered to have resigned (voluntary quit) and is no longer in the employ of the City of Flint. In proper cases exceptions shall be made upon the Employee producing convincing proof of his inability to give such notice.
- (5) Failure to report for work within five (5) days from the date of receipt of notice of recall from layoff; or fifteen (15) days from the date of mailing of notice of recall.
- (6) Failure to return to work upon expiration of an authorized leave of absence, subject to paragraph 4 above.
- (7) Layoff for a continuous period which exceeds the length of City seniority, but not less than one (1) year.

ARTICLE 17
LAYOFF - RECALL

Section 1. When Layoff May Be Made.

(a) Employees may be laid off in the manner herein provided when there is lack of work or funds, or other justifiable and legitimate reasons when a reduction in personnel is necessary. The determination of job classifications in which layoffs must occur is the responsibility of the Employer. Employees who are to be laid off involuntarily shall be give written notice of layoff a minimum of ten (10) working days prior to the effective date of layoff. Said notice shall not apply to seasonal, interim or temporary Employees nor to Employees being reduced or transferred.

(b) The Local President, the Chairperson of the Grievance Committee, stewards and Chief Stewards shall, for the purpose of layoff and bumping only, head the

seniority list in their respective classifications during their respective terms of office. They shall not be transferred or bumped out of their classifications and respective areas of jurisdiction so long as there is work in such areas in their classifications which they can perform. These provisions pertaining to superseniority shall not apply to changes made subsequent to the date a notice of layoff is issued.

Section 2. The Order in Which Layoffs Shall Be Made.

In the event of a layoff, Employees will be laid off in the following order:

- (a) Temporary Employees, within the affected classification.
- (b) Interim Employees, within the affected classification.
- (c) Provisional Employees, within the affected classification.
- (d) Seasonal Employees, within the affected classification.
- (e) Regular part-time Employees, within the affected classification.
- (f) Regular full-time Employees, within the affected classification.

Section 3. Procedure.

In the event of layoff, the following procedure will be followed:

Layoffs and recalls will be based upon classification seniority as defined in the Article entitled Seniority. Layoff of Employees shall be made in reverse order of their employment and recalls shall be made in order of their employment. No regular Employee, however, shall be laid off while there are other than regular Employees serving in positions within the layoff sequence defined in Section 2.

When need arises for laying off an Employee in a given classification, a seniority comparison shall be made of all Employees in the classification and directly related classifications in the same pay level, and that Employee with the least seniority shall be laid off.

Provided, however, that if the classification is in a class series of lower pay levels or is directly related to another class series of lower pay levels, and there is in said classification or class series an Employee having less time in the classification than the Employee to be laid off, then the lower classified Employee shall be laid off, but only after he/she has received similar time in classification comparison with other Employees in the class or directly related series. Provided further, however, that if a permanent vacancy exists in the highest classification to which the Employee has

bumping rights, the Employee shall be placed in said vacancy. In cases where an Employee has been bumped from his/her promotional unit or classification, said Employee will have the option of returning to that promotional unit and/or classification when a vacancy occurs to which said Employee has seniority rights.

If an Employee has been promoted or transferred out of his/her class series, including into another bargaining unit recognized by the City of Flint or to exempt status, he/she may exercise the option of bumping back from whence he/she came, seniority permitting, in lieu of the above bumping rights. This right to bump back to a classification from whence he/she came shall not exist where the classification from whence he/she came is part of a recognized training series.

Ties in classification seniority shall be broken by total City seniority. Determinations as to whether or not there exists a direct relationship between classifications or class series shall be by joint agreement of the City and Union bargaining teams. Where said determination cannot be agreed upon, the issue shall be submitted to the grievance arbitrator whose decision shall be final.

An Employee serving in a temporary or provisional appointment shall not earn classification seniority for layoff/recall purposes in a classification from which the Employee would have been laid off but for the temporary or provisional appointment.

Section 4. Recall.

Employees will be recalled in the reverse order of layoff. In accordance with the Article entitled Seniority, failure to report to work within five (5) days from the date of receipt of notice of recall from layoff or fifteen (15) calendar days from the date of mailing of notice of recall will be considered a voluntary quit. Notice of recall may be by personal contact, telephone or written communication and may be confirmed by certified mail from the Personnel Office to the Employee's address on file in the Personnel Office. The Employer may, at its discretion, make an exception to this return to work within five (5) days rule when it believes it is warranted by the circumstances. Such discretion shall not be arbitrary or capricious. In the event the Employee is not reached by telephone or in person, and a certified letter is sent, and no response is received by the City from the Employee within one (1) week from the date the certified letter was sent, the Employee shall be by-passed on the recall list and another Employee who can be contacted shall be recalled. Once an Employee turns down recall to a classification in a promotional unit he need not be contacted for future openings in that classification in that same promotional unit unless such Employee notifies the Personnel Director in writing he would now accept the appointment.

Section 5. Layoff List.

Names of Employees who are laid off or reduced shall be placed on the layoff list for the appropriate classification or related job classification for a period equal to the length of City seniority, but in no event for a period of less than one (1) year. Names of probationary Employees who are laid off shall be returned to the eligible list for which certification was made.

Section 6. Severance Provisions In Lieu of Layoff.

In the event that an Employee is to be laid off due to the permanent elimination of the Employee's position, including the permanent elimination of the Employee's position as a result of contracting or sub-contracting, the Employee may, if eligible, elect, as an alternative to the rights set out above, the following:

- (a) If the Employee has accumulated 7300.8 or more service credits, the Employee may elect to receive an additional 1825.2 service credits, which service credits may be used for the purpose of satisfying length of service retirement eligibility requirements and/or retiree health care cost contribution requirements, if any, provided that such Employee immediately retires from employment with the City of Flint; or,
- (b) If the Employee has accumulated 3650.4 or more service credits, but less than 7300.8 service credits, the Employee may elect to receive a severance payment equal to the Employee's base hourly wage rate multiplied by 1040, which severance payment shall be included in the Employee's final average compensation, provided that such Employee immediately retires from employment with the City of Flint, with deferred retirement benefits payable to the Employee upon when the Employee would have completed twenty (20) years of service or upon attaining age 55, whichever occurs earlier.
- (c) The provisions of this Section, set out immediately above, shall be effective upon the date of ratification of this collective bargaining agreement.

ARTICLE 18
SHIFT/WORK WEEK SELECTION PROCEDURE

Shifts, for shift preference purposes, shall be designated as: first shift, any shift during which the starting time is between 4:00 a.m. and 11:59 a.m.; second shift, any shift during which the starting time is between 12:00 noon and 7:59 p.m.; third shift, any shift during which the starting time is between 8:00 p.m. and 3:59 a.m.

In those areas in which by agreement work rules have been established providing for permanent shift assignment, the following procedure shall be used in shift preference determination:

(a) The selection of shift/work week assignment within the division shall be based upon classification seniority. The shift/work week preference shall be exercised only during the period January 1 through 15, and only after written notice from the Employee of his desire to exercise shift/work week preference shall have been provided to the appropriate supervisor at least thirty (30) days in advance of January 1.

(b) The shift/work week preference changes shall take effect to coincide with a pay period.

(c) Shift/work week preference may also be exercised in the event of a permanent vacancy in the division without regard to paragraph (a) above.

(d) For the purpose of shift/work week preference, ties will be broken by classification seniority in the department. If still tied, total City seniority will prevail.

(e) Whenever possible, Employees will receive ten (10) days notice of changes in shift/work week assignments.

ARTICLE 19

EXAMINATIONS & PERSONNEL FILES

Section 1. Examinations.

Employees requesting time off for the purpose of taking any examination administered by the City of Flint Personnel Department shall be permitted to take a maximum of two (2) examinations per calendar year without charges for time lost.

An examination shall include all portions of the examination procedure, but not to exceed two (2) days per one (1) examination. Examinations administered during non-scheduled work hours of an Employee shall be taken at the option of the Employee without debit or credit to his working hours.

Employees requesting permission to take more than two (2) examinations during a calendar year shall be given the extra time off as annual leave or without pay.

Section 2. Personnel Files.

Employees can remove service ratings from their Personnel file that are dated prior to July 1, 1979. Probationary service ratings that are dated on or before June 30, 1986, shall be segregated from the balance of the Personnel file so that such ratings shall not be considered by an appointing authority in making promotions.

ARTICLE 20
VETERANS RIGHTS AND BENEFITS

(a) Compensation To Be Paid Employees, except probationary Employees, who have been in the armed services of the United States, under military leave from the City of Flint shall, for the purpose of compensation and step increases, be given credit for time served in said armed services the same as though the said time was served in the employ of the City of Flint subject to limitations as provided by law. Such Employees who have been reinstated in City employment and have not received compensation or step increases provided for in this paragraph shall be paid such increases retroactive to the date of the Employee's reinstatement.

(b) Peace Corps Employees who volunteer and are accepted for service in the Peace Corps shall be granted leave for such purpose and shall be entitled to re-employment under the same conditions and with the same benefits as are herein provided for Employees serving in military service.

(c) Compensation To Be Paid Veterans Returning As Probationary Employees Probationary Employees who have been in the armed services or the Peace Corps of the United States, under military leave from the City of Flint and subject to limitations provided by law, shall be required to complete their probationary period the same as though they had not been in the armed services, and shall be subject to the same rules and regulations as ordinary probationers. They shall, however, upon completion of their probationary period, and upon acquiring the status of regular Employees, be given credit for the purpose of compensation and step increases for the time served in said armed services as provided in the foregoing section, effective, however, as of the date they acquire status as regular Employees, and not as of the date of reinstatement as probationary Employees.

ARTICLE 21
MILITARY RESERVE LEAVE

Whenever an Employee who is a member of the National Guard, Naval Reserve, Army Reserve, Marine Reserve, Air Force Reserve or Coast Guard Reserve is called to active duty or is compelled to participate in classes or instruction as part of an activated reserve unit, he shall make a written request for military reserve leave to his department head. Such request shall be made in advance of the commencement of such leave, and to the extent possible, a minimum of five (5) days prior thereto. This request will include the date the leave will commence and the date of return from leave, if known. Upon receipt of a proper request, the department head shall authorize the Employee to be on military reserve leave. While on military reserve leave, the Employee will be compensated the difference between his straight time hourly rate and the allowance of the State of Michigan or the governmental authority for such service,

provided that the total period of payment shall not exceed three (3) work weeks in any twenty-six (26) payroll periods. Any portion of the military reserve leave extending beyond the period for which payment is made shall be charged to the Employee's accrued annual leave.

Upon return from military reserve leave, the Employee shall furnish his department head with a letter from his commanding officer showing the period the Employee was on active duty or was compelled to participate in classes or instruction as part of an activated reserve unit, and the allowance made to the Employee by the State of Michigan or other governmental authority for such service.

ARTICLE 22

LEAVES FOR UNION BUSINESS

Section 1.

Employees who are elected or appointed as full time paid Union representatives serving the Union membership of the City of Flint, shall be granted a leave of absence for such purpose without loss of seniority. Applications for such leave shall be in writing, filed with the Personnel Director, and shall be approved on an annual basis with application for continuance of said leave to be made in writing to the Personnel Director thirty (30) calendar days prior to the end of the leave period, and with written notice of the termination of said leave to be made to the Personnel Director thirty (30) calendar days in advance of the date of termination, provided no more than six (6) Employees shall be on such leave at any one time.

Section 2.

Employees granted such leave shall, upon written request, be paid for all accrued annual leave time standing to their credit at the commencement of such leave.

Section 3.

Employees on such leave shall be eligible to participate in the retirement program by paying or causing to be paid both the Employee's and the Employer's share at the rate for the classification they held at the commencement of such leave.

Section 4.

Seniority shall accrue for the purpose of crediting benefits from such time as he shall return to the employment of the City as though he had continued employment had he worked this period.

ARTICLE 23
EDUCATIONAL LEAVE

For the purpose of full-time attendance (as defined by the institution) at an educational institution, any full-time regular Employee with one (1) year of City seniority immediately preceding the request for leave, may be granted an educational leave of absence without pay, up to twenty-six (26) payroll periods.

The Employee shall make a written request for the educational leave twenty (20) days prior to the commencing of the leave to the Chief Personnel Officer. This request shall include the name of the educational institution to be attended, the starting date of attendance (which shall not be more than ten (10) days after the commencement of the leave), date available to return to work, and documentation that the Employee has been admitted to said educational institution.

Within five (5) days of receipt of a proper request by the Chief Personnel Officer, the Employee shall be granted the educational leave. An Employee shall not be granted an educational leave more than twice, nor shall the cumulative educational leave time be greater than twenty-six (26) payroll periods.

The Employee shall give written notice twenty (20) days prior to the expiration of the leave to the Chief Personnel Officer showing proof of attendance at the educational institution and indicating the date the Employee is available to return to work. The date of return shall be within twenty (20) days of the Employee's last full time attendance at the educational institution. Upon receipt of this notice, the Chief Personnel Officer shall return the Employee to the first available position in the bargaining unit classification from which the Employee took the leave. If the Employee is offered a position and refuses, the Employee shall have voluntarily quit. If no position is available to the Employee within the first twenty-six (26) payroll periods immediately following the date the Employee is available, the Employee shall have voluntarily quit.

ARTICLE 24
MATERNITY LEAVE

An Employee with at least 365 service credits who becomes pregnant shall be entitled to a maternity leave of absence, without pay or fringe benefits except as provided herein, up to twenty-six (26) full payroll periods. Such leave may commence at any time after the physician has confirmed pregnancy. The Employee shall furnish the department head with a doctor's certificate in writing confirming pregnancy and stating the period during which the Employee is expected to be able to perform her normal work assignments. The Employee must request the leave in writing not less than three (3) months before the expected birth of the child or thirty (30) days prior to the date the leave commences.

The Employee shall be allowed to continue to work so long as she can furnish a physician's statement certifying her fitness to perform her assigned duties, provided the City reserves the right to require additional medical certification of the Employee's fitness to continue to work at such intervals as it deems appropriate by the nature of the Employee's normal work assignment.

The City reserves the right to require an Employee to take a maternity leave of absence pursuant to this Article at any time during an Employee's pregnancy that the Employee is unable to satisfactorily perform her assigned duties because of her health. It is understood that if a grievance is filed relative thereto, an Employee shall bear the burden of proof throughout the grievance procedure and must prove that she was, and would continue to be, for the time back salary or benefits are claimed, able to satisfactorily perform her assigned duties.

The Employee will be eligible to use accumulated sick leave for any portion of the leave that the physician certifies her as physically unable to work, and for which she is not receiving any other payment under this Agreement. All annual leave shall be taken before the Employee may take leave without pay.

Extended sick leave insurance benefits shall be available to Employees on maternity leave as outlined in the Article entitled Extended Sick Leave Insurance of this Agreement, except that, upon expiration of the period of eligibility set forth in said Article, an Employee may use accrued sick time standing to her credit for any additional period of time that she is unable to return to work for health reasons. If the Employee is physically unable to return to work, or at any time that she becomes physically able to return to work, but wishes to continue on maternity leave, any additional accrued annual leave standing to her credit shall be used before the Employee goes without pay.

Employees returning to work following a maternity leave must make application to the Personnel Office so that arrangements for a re-employment physical examination can be made.

With written approval of her physician, an Employee on maternity leave will be afforded an opportunity to return to work after termination of pregnancy, seniority permitting. Return to work within six (6) payroll periods following termination of pregnancy shall be defined as return to the position vacated, seniority permitting.

An Employee applying for reinstatement subsequent to six (6) payroll periods following termination of pregnancy, but prior to the expiration of said leave, shall be returned to her former classification, seniority permitting. In the event seniority does not permit a return at that time said Employee shall be placed on the layoff list for the appropriate classification or related classification for a period equal to the length of City seniority, but in no event for a period of less than one (1) year.

Except as may be specifically provided in other Articles of this Agreement, no benefits shall accrue during such leave, nor shall such time be considered as time worked. However, a maternity leave will not be considered an interruption of continuous service for the purpose of eligibility for benefits following return to work, and not used during the maternity leave.

ARTICLE 25

LEAVES OF ABSENCE WITHOUT PAY

Upon written request of a permanent employee, leave of absence for a period not to exceed one year, may be granted upon recommendation of the appointing authority and approval of the Chief Personnel Officer. Use of leave of absence for a purpose other than that approved may result in the Employee being terminated. An Employee shall not accept employment elsewhere while on a leave of absence unless approved by the Personnel Director. Acceptance of employment or working for another employer while on a leave of absence shall be grounds for discipline and may result in the Employee being terminated.

Failure on the part of an Employee on leave to report at its expiration shall be regarded as an automatic resignation. The Employee shall give written notice at least twenty (20) days prior to the expiration of the leave of intent to return from said leave, indicating the date the Employee is available to return to work. The Employee will be returned to the position held at the time of the leave, seniority permitting. If seniority does not permit, the Employee will be returned to the same classification or directly related classification, seniority permitting. If seniority still does not permit the Employee to return, the Employee will be placed on the appropriate recall list and shall

be treated as a laid off Employee thereafter. Seniority shall be retained but shall not accumulate during a leave of absence without pay.

ARTICLE 26
ANNUAL LEAVE

Annual leave shall be computed and accrued on the basis of each payroll period that a regular Employee has at least 72 hours of straight time pay. If a regular Employee has forty (40) hours of straight time pay in a payroll period, but less than 72 hours, the Employee shall accrue one-half (1/2) the amount shown in the schedule below. Annual leave shall be based on City seniority as defined in the Article entitled Seniority of this Agreement and shall be accrued on the following basis:

Service Credits (Approximate Years)	Hours Accrued Per Payroll Period	Maximum Accumulated Hours <u>For Employees Hired:</u>	
		Before	After
		<u>1-1-78</u>	<u>1-1-78</u>
Less than 1825 (under 5)	4.6	296	176
1826 - 3649 (5 through 9)	6.2	416	256
3650 (10)	6.5	440	272
4015 (11)	6.8	464	288
4380 (12)	7.1	488	304
4745 (13)	7.4	512	320
5110 (14)	7.7	536	336
5475 (15)	8.0	592	352

Annual leave may be cumulative but not to exceed the maximums set forth above, and any excess shall be forfeited, provided, however, that any excess as provided herein shall not be forfeited in the event the Employee suffers an injury or illness arising out of or in the course of employment which has been determined compensable by the Bureau of Worker's Compensation of the State of Michigan, and because of said illness or injury is unable to utilize accumulated annual leave. Any excess annual leave accumulated and unused due to compensable injury shall be used within six (6) months after return to work, said period may be extended by mutual agreement between the Employee, the appointing authority, and the Personnel Director.

Vacation schedules shall be developed by the division head on the basis of departmental seniority. Within the discretion of the division head, the Employee may be required to work all or part of the time that the Employee would normally have been on leave, and in lieu of annual leave, shall be paid the annual leave pay provided in this Article, which annual leave shall be in addition to the compensation received for the time actually worked during said period.

Employees shall earn 365 service credits before annual leave may be utilized. Upon completion of this initial term of employment, the Employee shall be credited with annual leave accrued during the preceding twenty-six (26) payroll periods. In the case of Employees who go into the armed forces of the United States, such Employee shall receive allowance for annual leave computed under the terms hereof from date of employment without regard to whether said Employees have worked less or more than one (1) year.

Employees requesting annual leave in less than forty (40) hour increments may be required to make request and receive approval from the division head twenty-four (24) hours prior to the commencement of the leave.

Leave for emergency purposes shall be deducted from the Employee's accrued annual leave. Use of annual leave for emergency purposes shall be authorized by the department head without regard to the twenty-four (24) hour notice. Any time an Employee uses annual leave for emergency purposes without prior notice on more than one (1) occasion within the preceding twelve (12) months, the department head may require evidence that an emergency existed prior to authorizing payment for such leave.

Upon termination of employment, an Employee shall be compensated for his accrued annual leave at the rate of pay received by said Employee at the time the employment is terminated. In the event of the Employee's death, unused accumulated annual leave shall be paid to the beneficiary named by the Employee for retirement purposes.

No sick or annual leave balance will be subject to challenge by an Employee for a period that covers more than twelve (12) months prior to the date of the challenge.

ARTICLE 27 **SICK LEAVE**

Sick leave benefits shall be available at the straight time hourly rate for the classification occupied at the time sick leave is used. Sick leave benefits shall be earned and accrued by regular Employees as defined herein at the rate of three (3) hours of sick leave for each payroll period that the Employee has at least seventy-two (72) hours of straight time pay. If a regular Employee has forty (40) hours of straight time pay, but less than seventy-two (72) hours of straight time pay in a payroll period, the Employee shall earn and accrue one and one-half (1 1/2) hours of sick leave. Part time Employees who, at the time of employment and thereafter, are regularly scheduled to work a minimum of thirty (30) hours per week shall earn and accrue two and one-quarter (2 1/4) hours of sick leave for each sixty (60) hours or more of straight time pay in a payroll period.

No sick leave shall be earned or accrue if an Employee has been on sick leave or Workers' Compensation for the entire payroll period. Sick leave earned and credited to the Employee shall accrue on an unlimited basis.

Sick leave shall accrue from the date of employment and shall be credited to the Employee each payroll period. Employees who separate from City employment prior to accumulation of 182 service credits, who have received sick leave pay, shall have deducted from their final paycheck or from their refund of retirement contributions, an amount equal to that previously received for sick leave.

Charges against accrued sick leave and pay allowances for time lost on account of sickness shall be made only for time lost for which the Employee normally would have received pay and during which he normally would have been required to work.

Sick leave shall be taken in increments of at least one (1) hour or up to the balance accrued if the accrued balance is a fraction of an hour, provided, however, in areas where work crews are assigned at the start of the normal work shift, the appointing authority may require that sick leave be used in four (4) hour increments at the start of the normal work shift.

Departmental rules may require that the Employee notify his department prior to the start of his normal work shift of any disability or illness which will cause his absence. In all other cases, the Employee shall notify his department of such disability or illness within one-half (1/2) hour after the start of his normal work shift.

Notification to the division head and request for sick leave may be made by telephone, and the appropriate division head or his authorized representative will cause a written request to be filed. In those instances where an Employee has advance knowledge of a health condition necessitating a sick leave, the Employee shall, prior to the beginning of the leave, file a written request for sick leave with the appropriate division head or his authorized representative.

Any Employee who has exhausted his available sick leave shall have any additional lost time due to his health charged against and deducted from earned annual leave.

Sick leave shall not be paid where other City-paid benefits received by an Employee would result in cumulative payments in excess of his straight time hourly rate for a normal work week.

When an Employee is absent from work for a period of three (3) or more consecutive work days, a certificate from a licensed physician, noting the cause of such absence may be required and if required, shall be furnished before the leave request is granted for purposes of compensation. In addition thereto, the Employee may be

required by the department head or authorized representative to be examined by the City Physician to determine whether the Employee has recovered sufficiently from the condition causing such absence to return to work.

A certificate from a licensed physician noting the cause of the absence may be required by the department head of any Employee who has taken sick leave on seven (7) or more occasions within the fiscal year; except that Employees employed in Water Pollution Control Facilities shall be allowed ten (10) sick leave occasions before a certificate may be required.

In the event of the Employee's non-suicidal death, unused accumulated sick leave time shall be paid to the Employee's living beneficiary on the same formula basis as retirees. Said payment shall be made to the spouse, children, father, mother, sister, or brothers of the deceased Employee with preference being given to those persons in the order named unless the Employee, by a sworn statement filed with the Employer prior to death, has established a different order, without requiring letters of administration to be issued upon the estate of the deceased Employee.

ARTICLE 28

NEUTRAL MEDICAL OPINIONS

When the Employer's physician has determined that an Employee is either able or unable to work and the Employee's private physician disagrees, the matter shall be settled as follows:

A third independent opinion will be obtained from a physician chosen by the Employee's physician and the City's physician. If the third physician cannot be mutually agreed upon within five (5) working days of a request for same, a physician shall be chosen by Medical Evaluation Specialists or a similar institution within ten (10) working days of a written request to the institution. Failure to act within the aforementioned time limits will not invalidate the third physician's decision. The cost of the third independent physician will be shared equally by the City and the Employee. The opinion of the third physician shall be final and shall not be subject to the grievance procedure.

ARTICLE 29
EXTENDED SICK LEAVE

A regular non-seasonal Employee with 365 service credits, who has used all available paid leave time, and not drawing extended sick leave insurance benefits, and who continues to be unable to return to work due to his health, may be granted an extended sick leave without pay.

Applications for extended sick leave shall be submitted to the Personnel Department and shall be accompanied by a statement from the Employee's personal physician which included a diagnosis and the expected date of recovery and return to work. Upon receipt of such statement, the Employee will be placed on extended sick leave without pay or benefits for a period not to exceed thirteen (13) payroll periods.

The City will notify an Employee on extended sick leave insurance, preferably with their next to the last insurance check, of the number of sick and annual days available to them and that they must apply for extended sick leave, as provided in Article 27, within 10 calendar days of receipt of this notice or prior to expiration of indicated sick and annual days, whichever is the last to occur. The notification shall inform the Employee that failure to apply as provided above will result in his being considered as having resigned.

An Employee with less than 365 service credits who exhausts all available sick leave, annual leave and applicable extended sick leave insurance may, upon application, be granted an extended sick leave upon recommendation of the appointing authority and authorization by the Personnel Director. Such leave will be for 13 payroll periods only and shall not have the 39 payroll periods for remaining on a lay off list.

Return from extended sick leave within six months, as provided in Article 27, shall mean return to their classification consistent with their seniority and not necessarily to their previous position and/or department.

Not less than five (5) days prior to the date the Employee expects to return to work, the Employee shall notify the Personnel Department of his return to work so arrangements for a physical examination may be made, if required.

If an Employee is unable to return to work because of the continuing disability at the expiration of the thirteen (13) payroll periods, he will be placed on the layoff list for his respective classification consistent with his seniority, for thirty-nine (39) payroll periods. At any time during said period that the Employee has recovered, and a position in his classification or related classification becomes available and is not accepted by the Employee, the Employee shall be considered as having voluntarily quit. If no position has become available during said period the Employee's name shall be removed from the layoff list.

While on layoff list, the Employee may apply for openings as they become available. In the event the Employee has elected to withdraw his retirement contributions, he shall be permitted to re-acquire the benefits earned by complying with the applicable provisions of Ordinance No. 1860.

ARTICLE 30
RETURN TO WORK - LIGHT OR FULL DUTY

Section 1.

An Employee who is receiving extended sick leave insurance benefits, or who is on extended sick leave, may be examined by the Employer's medical representative, without cost to the Employee, to determine whether he is able to return to work for full or light duty.

An Employee receiving Workers' Compensation benefits, under the Workers' Compensation Act, may be examined by the Employer's physician without cost to the Employee, to determine whether he is able to return to work for full or light duty.

Light duty, when available, may be assigned by an Employee's supervisor to an Employee who is not precluded by the nature of his health problem from performing light duty within the department.

The Employer shall make the sole determination as to the availability and assignments of light duty. Employees are required to accept light duty assignments.

Section 2. Light Duty Pool.

STATEMENT OF POLICY:

1. Every effort will be made to find suitable work for Employees who become physically unable to perform their regular job because of a job-related illness or injury.
2. An Employee who is classified by the City Physician for "light duty only" may be assigned to a "light duty pool" for a pre-determined maximum period of time, and the Employee will be provided light work if it is available.

PROCEDURES FOR IMPLEMENTATION:

1. When the City Physician certifies an Employee for light duty work the Employee will report back to his regular place of employment, and the supervisor will determine if light duty work is available in the regular department. If light duty work is not available in the regular department, the supervisor will instruct the Employee to report to the Personnel Office at 8:00 a.m. on his next regular work day for temporary assignment.
2. The Employee assigned to the "light duty pool" will be sent out on work assignments. Such light duty assignments will be generated by the various departments and divisions who have the responsibility of calling the Personnel Office each morning indicating the nature of the work to be performed as well as the number of Employees requested.

If a work assignment is not made by 10:00 a.m., the Employee will be sent home for the remainder of the day with instructions to return on the next regularly scheduled work day. Employees assigned to light duty will receive the base rate of their current classification and will be retained on their regular departmental payroll during such temporary assignment to light duty. In the event no assignment is given and the Employee is released as provided above, he shall receive 7 hours pay for that day, provided however, that said Employee will have been considered paid for 8 hours for all other purposes. A full 8 hours pay will be afforded Employees who receive assignments.

3. The "light duty pool" is not intended nor shall it be used to erode or supplant the regular work force. The department will refrain from use of such Employees on a regular basis to such extent as to eliminate the need for regular or seasonal Employees.
4. The Personnel Director will be responsible for determining which Employees are more suitable for various assignments based on the individual Employee's suitability and/or adaptability to perform the desired duties.
5. Employees assigned to the Personnel Office for light duty assignments will report all absences such as sick leave, annual leave, and the like to the Personnel Office who will then notify the Employee's permanent department and temporary department

of such absence. The Personnel Office will inform Employees assigned to the light duty pool of this responsibility.

ARTICLE 31
BEREAVEMENT LEAVE

(a) When death occurs in the Employee's immediate family, i.e., spouse, parents, step-parents, children, and step-children, the Employee, upon request, will be granted bereavement leave for the first five (5) scheduled working days immediately following the date of death.

(b) When death occurs to any of the Employee's parents-in-law, brothers, sisters, sisters-in-law, brothers-in-law, grandparents, grandparents-in-law, sons-in-law, daughters-in-law, grandchildren, or other relatives permanently residing in the Employee's home, the Employee, upon request, will be granted bereavement leave for the first three (3) scheduled working days immediately following the date of death, provided they attend the appropriate death related service. The supervisor may require evidence of such attendance in the form of a sympathy card or obituary notice.

(c) In instances where the funeral is delayed, such as for an autopsy or while the body is being shipped, etc., the bereavement leave shall be delayed accordingly provided documentation of the delay is furnished upon request.

(d) In the event the Employee is notified of the death during his scheduled work shift and requests to be excused immediately, said Employee shall be released as soon as possible and shall have the option of having the remainder of his shift charged to his accrued annual leave or having said day counted as the first day of the bereavement leave to which he may be entitled.

(e) If a death occurs under these provisions while an Employee is on annual leave, upon notice his status shall be changed from annual leave to bereavement leave.

(f) Employees granted bereavement leave under this Article shall, after making written request for this leave and submitting proof of relationship, receive the amount of wages they would have earned by working during the straight time hours on such scheduled days of work for which they are on bereavement leave.

(g) Employees may be granted additional time off for travel or otherwise by use of earned annual leave upon approval of their supervisor or department head. The decision of the supervisor or department head relative to the use of annual leave for such purpose shall not be arbitrary.

ARTICLE 32
WORKERS' COMPENSATION

Employees shall be covered by the Workers' Compensation Act and applicable state regulations. The following provisions will be applicable only upon determination, whether voluntary or by order, that the Employee is eligible for workers' compensation benefits.

(a) An Employee who is injured or taken ill in the line of duty, and who thereby is qualified for payment of workers' compensation, shall receive during the period of disablement, workers' compensation and an additional amount to total the equivalent of eighty percent (80%) of his straight time hourly wage, exclusive of any premium pay. An Employee shall be entitled to such supplemental pay for a maximum of fifty-two (52) weeks for the duration of an unbroken leave of absence attributable to a compensable injury or illness, the total sum of which will be used in computing retirement benefits. Supplemental compensation will not be paid where the injury sustained was due to the gross negligence of the Employee, nor if such injury occurred while an Employee was performing activities not related to his employment.

In cases where medical certification indicates an extension of the fifty-two (52) week convalescent period would result in the Employee's return to work, an extension of these benefits may be granted by the Director of Labor Relations or appropriate City official.

(b) All health and life insurance premiums shall be paid by the City while an Employee is on workers' compensation.

(c) At such time as an Employee returns to work from a compensable injury or illness, he shall receive service credits for the period during which workers' compensation was paid.

(d) When an Employee has been permanently disabled, totally or partially, for his usual occupation, he shall be informed that no consideration will be given to supplemental pay after this date.

(e) Whenever an Employee suffers an illness or injury arising out of or during the course of his employment compensable under the Workers' Compensation Act, time lost as a result of such injury shall not be deducted from the Employee's sick or annual leave, provided, however, that the Employee may elect to be paid for all hours of accrued annual leave standing to his credit, which payment will be over and above any workers' compensation and/or supplemental pay he may be entitled to, in which event said time will be deducted from his accrued annual leave.

ARTICLE 33
JURY DUTY

(a) Time spent by an Employee on jury duty during his normal work shift before any Federal or State Court shall be considered as time worked. The Employee shall inform the immediate supervisor of such obligation as soon as possible following receipt of the subpoena.

(b) An Employee complying with the above responsibilities, and upon supplying to the appropriate department head adequate proof that he has reported for such jury duty, shall turn over to his supervisor his jury pay, who in turn shall deposit said pay with the appropriate fiscal officer.

(c) An Employee serving on a jury who completes such jury duty prior to the end of the work day shall promptly report to his supervisor and return to his regular position for completion of the work day, unless the Employee has had prior authorization from his supervisor to charge the remainder of his work shift to accrued annual leave, in which event the Employee shall promptly report to his supervisor the number of hours spent on jury duty. Reasonable time will be afforded for a lunch break and for change of attire, where applicable, prior to reporting for work for the balance of the shift.

ARTICLE 34
COURT TIME

Employees subpoenaed to appear in any Federal or State Court, as the result of their employment shall have such time treated as time worked. Subpoena fees received by said Employees shall be paid to their supervisor, who shall deposit said sum with the Department of Finance. Mileage fees received by Employees shall be delivered to the supervisor and deposited by him/her with the Finance Department only in those instances where transportation is furnished by the City or the Employee is being paid mileage for the use of his private vehicle for City business. Police Department Employees required to appear on a regular day off shall be paid in accordance with the Article entitled Call-In Pay.

ARTICLE 35
COMPENSATION FOR TIME NOT WORKED

No Employee shall receive compensation for time not expended in City employment except as earned and paid pursuant to this Agreement. It is understood that this provision does not apply to back pay awards made by any court, commission, or person authorized by law or by mutual agreement to do so.



ARTICLE 36
HOLIDAYS

Section 1. Holiday Observance.

The following days shall be designated as holidays:

Independence Day
Labor Day
Thanksgiving Day
Christmas Eve
Christmas Day
New Year's Eve
New Year's Day
Martin Luther King's Birthday
Memorial Day

All holidays shall be observed on the actual calendar day of their occurrence except in the following situations:

For Employees with a normal work week which enables them to have every Saturday and/or Sunday off, any holiday which has a calendar date falling on a Saturday and/or Sunday, the calendar date shall be ignored and the holiday shall be observed as follows: holidays occurring on a Saturday will be observed on the preceding Friday; holidays occurring on a Sunday will be observed on the following Monday; consecutive holidays occurring on Friday and Saturday will be observed on Thursday and Friday; consecutive holidays occurring on Sunday and Monday will be observed on Monday and Tuesday.

Section 2. Employees Who Are Not Required To Work.

- (a) In the event a Holiday falls on the Employee's regularly scheduled work day, the Employee shall receive eight (8) hours of straight time pay.
- (b) In the event a Holiday falls on the Employee's regularly scheduled day off, the Employee shall be credited with eight (8) hours of annual time.

Section 3. Employees Who Are Regularly Scheduled To Work.

- (a) For all hours worked, the Employee shall receive:

- (i) one and one-half (1 1/2) hours of straight-time pay and
 - (ii) either eight (8) hours of straight time pay or be credited with eight (8) hours of annual time.
- (b) In the event an Employee works twelve (12) or more hours, the Employee shall receive for all hours over eight (8) either additional straight-time pay or be credited with annual time for all hours worked over eight, at the Employee's option.

Section 4. Employees Who Are Not Regularly Scheduled To Work But Who Are Called-In To Work Or Who Are Scheduled To Work Overtime.

- (a) For all hours worked, the Employee shall receive:
- (i) one and one-half (1 1/2) hours of straight-time pay and
 - (ii) either eight (8) hours of straight-time pay if the Holiday falls on the Employee's normal work day or be credited with eight (8) hours of annual time if the Holiday falls on the Employee's regularly scheduled day off.
- (b) In the event an Employee works less than eight (8) hours, the Employee shall be credited with additional annual time for all hours worked.
- (c) In the event an Employee works eight or more hours, the Employee shall receive either additional straight-time pay or be credited with additional annual time for all hours worked, at the Employee's option.

Section 5. Easter Sunday.

Regular Employees who are required to work on Easter Sunday shall be paid at the rate of one and one-half (1 1/2) times their straight time hourly rate for all hours worked, but shall receive no other premium for hours worked on said day.

Section 6. Duplication of Holiday Benefits.

Employees required to work both the calendar date and the designated date of a holiday shall receive holiday benefits only for the calendar date of the holiday.

Section 7. Unauthorized Leave.

Employees who are absent the last scheduled work day preceding the holiday, or the first scheduled work day following a holiday, which absence is not authorized, shall forfeit holiday pay. Employees scheduled to work on a holiday, who fail to report for work and whose absence is unauthorized, shall forfeit holiday pay.

Section 8. Probationary Employees.

Employees who separate from City employment prior to accumulation of 182 service credits, who have received holiday pay, shall have deducted from their final paycheck or from their refund of retirement contribution, an amount equal to that previously received as holiday pay.

ARTICLE 37
SUSPENSION OF NON-CRUCIAL SERVICES

The determination that an emergency exists, and the services deemed crucial under the conditions existing at the time, shall be at the sole discretion of the Mayor. An announcement through the news media by the Mayor or his designated representative shall advise the Employees of the emergency and shall specify, by divisions, those Employees deemed to be crucial and who are required to report to work.

1. If the declaration of emergency occurs prior to 7:00 a.m., only those Employees engaged in crucial services shall report for work, and said Employees shall be compensated as follows:

(a) Regular Employees engaged in crucial services, who are required to work during the period of the emergency shall be compensated at their straight time hourly rate for their normal work shift and at overtime rates for all hours in excess of their normal work shift. In addition, said Employees shall be credited with annual leave, equal to the total number of hours worked, or in lieu of such annual leave said Employees may elect to receive compensation for said hours at their straight time hourly rate.

(b) Regular Employees engaged in non-crucial services, and not required to work and regular Employees engaged in crucial services who are unable to report for work as a direct result of the conditions necessitating the declaration of emergency shall be paid their straight time hourly rate for a normal work shift and shall have twenty-five percent (25%) of said shift charged to their accrued annual leave.

2. If the declaration of emergency occurs after the start of the Employees' regular shift, said Employees shall be compensated as follows:

(a) Regular Employees engaged in crucial services shall be compensated in accordance with paragraph 1(a) above, with the exception that earned annual leave shall be credited for only those hours worked after the declaration of the emergency.

(b) Regular Employees engaged in non-crucial services shall be sent home, but shall be compensated at their straight time hourly rate for a normal work shift with twenty-five percent (25%) of the time not worked charged to their accrued annual leave.

3. Temporary or part-time Employees engaged in crucial services who are required to work during the period of the emergency shall be compensated in accordance with paragraphs 1(a) or 2(a) above, except that said Employees shall not be credited with annual leave equal to the number of hours worked but shall receive payment therefore.

4. Employees who are on authorized sick or scheduled annual leave prior to the declaration of emergency shall have their absence charged to the appropriate accrued leave.

ARTICLE 38 **OVERTIME**

Employees who work in excess of their normal work shift, defined as the first eight (8) hours worked within a continuing twenty-four (24) hour period, and/or normal work week shall be paid overtime premium pay at the rate of one and one-half (1 1/2) times their basic rate of compensation for such excess.

All work in excess of a normal work shift and/or normal work week shall be approved by the supervisor prior to commencement of such work. All time paid is to be considered as time worked.

ARTICLE 39 **OVERTIME DISTRIBUTION**

Overtime work shall be distributed equally to Employees qualified to do the work available, working within the same job classification within the division. The distribution of overtime shall be equalized annually as nearly as possible beginning on the first day of July. At the end of the annual distribution period, the City shall pay to

the Employees in the same classification, on a proportionate basis, an amount of money representing the number of hours beyond twenty-four (24), on a straight time basis, that the highest single Employee is ahead of the lowest single Employee of said classification in overtime, unless the cause of such variance was beyond the control of the City. Employees who are called for overtime, but are not reached, shall be charged with overtime as if worked only for the purpose of determining the amount to be paid by the City as provided above. A record of such charged time shall be listed separately and posted monthly along with the record of overtime hours worked by each Employee. The balancing of overtime distribution for engineering technicians and engineers assigned to specific projects and other specific classifications may be waived by mutual agreement between the Union President or his designate and the department involved.

On each occasion, the opportunity to work overtime shall be offered to the Employee within the job classification who has the least number of overtime hours to his credit at that time; provided, however, that no movement from one work location to another shall be mandatory on the Employer. If this Employee does not accept the assignment, the Employee with the next fewest number of overtime hours to his credit shall be offered the assignment. In all cases, the division Union Steward shall be given the opportunity to work whenever six (6) or more Employees are working overtime in one division; provided he is able to perform available work.

Employees who enter a classification due to a personnel status change, other than recall, shall be credited with the highest number of overtime hours charged to the employees of that classification during that fiscal year. An employee who is returned to his/her former classification from layoff status, shall be placed in the identical position on the overtime list that the employee held at the time he/she left the classification due to layoff.

An employee returning to work who has been unable to work for at least thirty (30) calendar days due to sickness or injury shall be placed in the identical position on the overtime list that the employee held at the time of the commencement of the sick/injury leave.

A record of the overtime hours worked by each Employee shall be posted on the division bulletin board monthly. Within thirty (30) days the bargaining unit will examine the overtime hours posted and bring to the attention of management any discrepancies noted. It shall be mandatory that Employees accept overtime assignments when necessary to provide essential services. When an Employee refuses an overtime assignment, for purposes of overtime equalization, he shall be credited with double the hours actually worked by other Employees on each occasion. For the purpose of overtime equalization, dual classified Employees working overtime in the higher classification shall be charged in both classifications for the overtime hours worked in the higher classification.

In the Street Division of the Department of Public Works, each of the two (2) sections shall be considered a division for the purpose of this Article only.

In the Water Service Center Division, the overtime distribution will be as per agreement for that division.

ARTICLE 40
CALL-IN PAY

Any Employee brought back to work on call-in, shall be paid at one and one-half (1 1/2) times his straight time hourly rate of compensation a minimum of three (3) hours. Employees receiving stand-by pay brought back to work on call-in, shall be paid one and one-half (1 1/2) times his straight time hourly rate of compensation for time actually worked. Provided, however, any Employee called back to work, who management works to the beginning of his shift shall not be entitled to call-in pay.

ARTICLE 41
STANDBY

An Employee may be required to remain on call at his regular place of abode or other reasonably accessible location for one (1) week period beginning at the end of his work shift each Monday. Standby duty is to be rotated among qualified Employees of said department. An Employee on standby duty shall receive one (1) hour pay at one and one-half (1 1/2) times his straight time hourly rate of pay for each calendar day, Monday through Friday, and two (2) hours pay at one and one-half (1 1/2) times his straight time hourly rate of pay for each calendar Saturday, Sunday and/or holiday of standby duty. Additional benefits do not accrue for standby.

ARTICLE 42
SHIFT PREMIUM

Section 1. Employees Hired On or Before June 30, 1997.

For Employees hired on or before June 30, 1997, a shift premium of 6.5 percent (6.5%) per hour worked shall be paid to all Employees working on regularly scheduled second or third shifts. First shift Employees who are scheduled to work beyond their normal work shift shall not receive shift premium unless the overtime worked on the regularly scheduled second or third shift exceeds four (4) hours. Second and third shift Employees who work beyond their normal work shift shall receive shift premium for all hours worked.

Section 2. Employees Hired On or After July 1, 1997.

For Employees hired on or after July 1, 1997, a second shift premium of either 6.5 percent (6.5%) per hour worked or fifty cents (\$0.50) per hour worked, whichever is less, shall be paid to all employees working on a regularly scheduled second shift. For employees hired on or after July 1, 1997, a third shift premium of either 6.5 percent (6.5%) per hour worked or seventy-five cents (\$0.75) per hour worked, whichever is less, shall be paid to all Employees working on a regularly scheduled third shift. First shift Employees who are scheduled to work beyond their normal work shift shall not receive a second and/or third shift premium unless the overtime worked on the regularly scheduled second or third shift exceeds four (4) hours. Second and third shift Employees who are scheduled to work beyond their normal work shift shall receive their respective second or third shift premium for all hours worked, except second shift Employees who are scheduled to work four (4) or more hours beyond their normal work shift shall receive a third shift premium.

Section 3. Computation of Shift Premium.

Such shift premium shall not be added to the base rate of any classification nor shall it be used in computing any payments for hours not worked, except that shift premium shall be used in computing payment for any holiday set forth in Section 1 of the Article entitled Holidays for Employees who would have been required to work the second or third shift on said day, except for the holiday. Provided, however, where applicable, shift premium shall be used in computing overtime rates.

ARTICLE 43
WEEK END DIFFERENTIAL

Section 1. Employees Hired On or Before June 30, 1997.

Regular Employees working on operations which are classified as continuous operations, excluding seasonal, part-time, and all other Employees, who were hired on or before June 30, 1997 shall be paid a week end differential of 6.5 percent (6.5%) per hour worked on Saturday and/or Sunday when the Saturday and/or Sunday work is a regularly scheduled work day of their normal work week. Such week end differential shall not be added to the base rate of any classification. In addition, such week end differential shall not be used in computing any payments either for second or third shift premium or for hours not worked.

Section 2. Employees Hired On or After July 1, 1997.

Regular Employees working on operations which are classified as continuous operations, excluding seasonal, part-time and all other Employees, who were hired on

or after July 1, 1997 shall be paid a week end differential of either 6.5 percent (6.5%) per hour worked or fifty cents (\$.0.50) per hour worked, whichever is less, on Saturday and/or Sunday when the Saturday and/or Sunday work is a regularly scheduled work day of their normal work week. Such week end differential shall not be added to the base rate of any classification. In addition, such week end differential shall not be used in computing any payments either for second or third shift premium or for hours not worked.

ARTICLE 44

CAR AND MILEAGE REIMBURSEMENT

An Employee may be assigned a City vehicle if one is available. If none is available, however, the Employee shall furnish his or her own transportation when required to perform their assigned duties. In consideration, the Employee shall receive a mileage allowance at the rate of \$0.23 per mile, or for Employees who use their vehicles regularly on a daily basis a minimum of \$110.00 monthly. Be it further provided that, based upon the average price of self-serve unleaded regular gasoline as computed from a survey conducted at Seymour and Sons Marathon (2901 Fenton Road), Total (1330 West Court), and Westgate Sunoco (corner of Van Slyke and Atherton Road), this mileage allowance will increase or decrease \$0.01 as the price per gallon varies each \$0.10 per gallon from \$1.30 provided reductions shall be implemented for the first step if gas goes below \$1.30, then \$1.20, \$1.10, etc. Said survey shall be conducted at the request of either party, but not less than once per year, and shall be based upon the price of no-lead gasoline. Said survey will be completed within ten working days after the request and the results will be implemented beginning the first full month after the survey. A flat rate of \$210.00 per month will be paid to all eligible employees in the Building and Safety Inspections Division, the Assessment Division and Senior Water Meter Reader Setters in the Water Division. One twenty-second (1/22) of the flat or minimum monthly rate shall be deducted for each day that said Employees are absent in excess of five (5) days in a month, provided such deductions will not cause the monthly allowance to be less than \$75.00 per month. Changes in mileage allowance shall result in proportionate changes in the per month figures; but in no event shall the flat rate of \$210.00 per month be reduced below \$195.00 per month.

Section 1. Mileage Reimbursement.

Effective the first full month following the ratification of this collective bargaining agreement, an Employee who is required to furnish his or her own transportation in order to perform their assigned duties shall be reimbursed for all miles driven at the standard mileage rate established by the Internal Revenue Service (i.e., IRS). Said rate is to be reviewed on an annual basis.

Effective the first full month following the ratification of this collective bargaining agreement, Employees who use their vehicles regularly on a daily basis (e.g., Water Meter Readers) shall be reimbursed for all miles driven at the standard mileage rate established by the Internal Revenue Service (i.e., IRS), but in no event shall such Employees be reimbursed less than \$150.00. However, in the event such an Employee is absent in excess of five (5) days in a month, one twenty-second (1/22) of the minimum rate shall be deducted for each day over five (5) days that said Employee is absent, provided such deductions will not cause the monthly allowance to be less than \$75.00 per month.

In order to receive any type of Mileage Reimbursement, a record of all actual miles driven shall be required by each Employee prior to receiving reimbursement. Said record shall be on forms provided by the City and submitted to the Employee's Department/Division for review which will then forward the record to the Department of Finance for inspection and payment.

Section 2. Assessment Division and Division of Building and Safety.

Effective the first full month following the ratification of this collective bargaining agreement, eligible Employees in the Assessment Division and the Division of Building and Safety Inspections shall have the option of either being reimbursed for actual miles driven in accordance with Section 1 above or being given a Car Allowance of \$225.00 per month. Each eligible Employee shall choose to either receive reimbursement for actual miles driven or be given a monthly Car Allowance in July of each contract year.

In the event an Employee who elects to receive a monthly Car Allowance is absent in excess of five (5) days in a month, one twenty-second (1/22) of the monthly rate shall be deducted for each day over five (5) days that said Employee is absent, provided such deductions will not cause the monthly allowance to be less than \$75.00 per month.

Section 3. Provision of Liability Insurance.

Each such Employee shall provide liability insurance of \$100,000/\$300,000. The employee shall keep on file with his/her department a copy of written documentation from the carrier indicating that the employee's current coverage meets the above minimum and shall notify the department head and risk management within five (5) working days of any cancellation of coverage.

Section 4. Termination of Requirement.

The City, in its discretion, may eliminate the requirement of an Employee providing his own transportation and alternatively require the Employee to use

transportation provided by the City, provided that three (3) months notice shall be given to Employees who will no longer be required to provide transportation, and three (3) months notice shall be given to Employees who will be required to provide transportation except, however, that new Employees may be required to provide such transportation as a condition of employment.

Section 5. Issuance of Checks.

Mileage reimbursement checks shall be payable on the first Friday following the submission of a mileage record to the Department of Finance, as long as the payables deadline established by the Department of Finance has been met. Car allowance checks shall be payable on the first payday of the month following the month the mileage was driven.

ARTICLE 45
PAY DAYS

The pay days are alternating Fridays and shall include payment of wages earned in the payroll period ending the preceding Saturday. Employees working on their regular shifts on pay day will be paid on the job not later than three (3) hours after the start of their regular shifts. When a holiday falls on a regular pay day, checks will be distributed as soon as practicable on the day preceding the holiday. Pay day for night shift Employees and Employees who are on an approved leave will be Thursday afternoon, if available.

Employees are expressly prohibited from cashing pay checks or conducting personal business on City time.

ARTICLE 46
COMPENSATION SCHEDULES

The salaries and wages to be paid under this Agreement shall be in full accord with the compensation schedules attached to this Agreement as Appendix A.

ARTICLE 47
DUAL CLASSIFICATIONS

Section 1. Compensation.

Employees who are employed in dual classification positions shall be paid at the rate which will reflect the time worked by the Employee in each classification.

Payment shall be made for time worked in the higher classification to the next one-half (1/2) hour. In no case shall an Employee performing work in the higher classification be paid less than one-half (1/2) hour at the higher rate.

Effective July 1, 1990, an Employee working in a dual classification position, of which one position is represented by Local 1600 and one is represented by Local 1799, shall be paid for time worked in the Local 1799 position at the Local 1799 hourly wage rate then in effect. If, and when, Local 1799 receives hourly wage rate adjustments, however, these hourly wage rate adjustments shall not be given retroactive effect but shall take effect at the start of the first full pay period following ratification of any Local 1799 collective bargaining agreement. In all other respects and for all other purposes, including fringe benefits, such dual classified employees shall be treated as a member of the Local 1600 bargaining unit.

Section 2. Leaves.

When taking annual leave or sick leave, Employees who are employed in dual classification positions shall be paid at the rate which will reflect the proportionate straight-time hours paid the Employee in each classification. Payment shall be made on an hourly basis for the time worked in classification to the nearest one-half (1/2) hour.

Section 3. Promotions.

Employees who are employed in dual classification positions shall be offered the first opportunity for promotion to a single classification opening when said position is the Employee's higher classification in the same promotional unit. Such promotional opportunities will be offered to Employees on the basis of seniority in his/her dual classification position.

Section 4. Assignments.

Assignments in the higher classification shall be in accordance with seniority in the dual classification; provided, however, movement from one promotional unit to another will not be required. Transfers from crew to crew shall not be required for overtime assignments.

ARTICLE 48

PAY LEVEL - RECLASSIFICATION AND REALLOCATION

When an Employee is placed in a different pay level by reason of reclassification or reallocation, said Employee's pay rate will be effective as follows:

(a) Decrease in Compensation shall be effective the first full pay period following the date of change in classification or allocation.

(b) Increase in Compensation shall be paid at the beginning of the pay period in which such change is made if the change falls during the first week of the pay period. If the change falls during the second week of a pay period, the increase will be effective the beginning of the next pay period. Provided, however, that said increase in compensation, when resulting from reclassification, may be withheld until the beginning of the next fiscal year so long as the affected Employee is compensated retroactively for the difference in compensation.

ARTICLE 49 **CHANGES IN RATES OF COMPENSATION**

(a) Credit towards step advancements in the Compensation Plan shall accrue only for City seniority, as defined in the Article entitled Seniority.

(b) Changes in compensation shall be paid at the beginning of the pay period if the change falls during the first week of the pay period. If the change falls during the second week of the pay period, the increase will be effective the beginning of the next pay period.

(c) When an Employee is placed in a lower classification as the result of bumping exercised in accordance with the Article entitled Layoff-Recall, the change in rate of compensation shall become effective concurrent with the change in classification.

ARTICLE 50 **WAGE INEQUITY PROGRAM**

The Wage Inequity Program is the sole avenue for any wage adjustments or allocation of bargaining unit positions for pay purposes. Within thirty (30) days following ratification of this Agreement, and during July of each year of the Agreement, the negotiating teams for the City of Flint and Local 1600, AFSCME, will meet to review potential wage inequities.

The parties agree to fund the Wage Inequity Program up to twenty thousand (\$20,000) dollars for the fiscal year commencing July 1, 1996 and ten thousand (\$10,000) dollars for the fiscal year commencing July 1, 1997. Such adjustments will become effective the first payroll period in July of the respective fiscal year.

Prior to the fiscal year commencing July 1, 1998, it is agreed and understood that the parties will re-open negotiations regarding the continuance of the Wage Inequity Program for both the fiscal year commencing July 1, 1998 and the fiscal year commencing July 1, 1999.

It is understood that the Union and the City will submit classifications to be considered, and following agreement upon such classifications, the parties will conduct a salary survey of selected Employees to be agreed upon for the purpose of establishing comparative wage rates, utilizing the fourth (4th) year step in such compensation schedules. In the absence of comparative classifications, bench mark classifications will be utilized. Any classifications found to be within five (5%) percent of the average salary for such comparative classification shall not be favorably considered.

Wage adjustments made will be in accordance with the existing compensation schedule and will be made in pay level increments. Any balance so remaining in the fund balance of the Wage Inequity Program will be carried over to the succeeding year of such contract. Any funds allotted in excess of the maximum will be encumbered upon the subsequent year's allotment. It is agreed and understood that there is a Wage Inequity fund balance of \$27, 538.24 to be carried over from the fiscal years commencing on July 1, 1994 and July 1, 1995.

If a disagreement arises as to this procedure of its application, same shall be submitted to an outside third party arbitrator specializing in wage and salary administration for a final determination.

ARTICLE 51 **REST AND MEAL PERIODS**

(a) All Employees shall have two (2) rest periods of fifteen (15) minutes per normal work shift to be scheduled by the immediate supervisor. Said periods shall not be cumulative, nor shall Employees be entitled to additional compensation in lieu of a rest period. Employees who work in excess of a normal work shift shall be permitted an additional fifteen (15) minute rest period upon completion of each two (2) hour period on a like basis.

(b) Meal Periods. All Employees shall be granted a lunch period for which time they shall not be compensated during each work shift. Whenever practical, the lunch period shall be scheduled at the middle of each shift.

(c) Employees working in those continuous operations where unpaid lunch periods are impractical shall be given twenty-five (25) minutes for a meal break.

ARTICLE 52
AUTHORIZED PAYROLL DEDUCTIONS

Section 1.

Employees shall sign appropriate authorizations for the withholding from wages of mandatory F.I.C.A., income taxes, retirement fund contribution and Union dues and/or agency fees.

Employees shall sign appropriate authorizations for the withholding from wages of any overpayment made to them by the City. The maximum amount of any such withholding for any such overpayment shall be Twenty Dollars (\$20.00) per pay period. The question of whether any overpayment exists shall be subject to the collective bargaining agreement grievance procedure.

Section 2.

Employees may sign appropriate authorizations for the withholding from wages for the following: Blue Cross/Blue Shield, savings bonds, contributions to United Way, credit union, City Employee Club dues, death benefit assessments, contributions to a deferred compensation plan, Local 1600 Political Action Committee, and other deductions mutually agreed upon.

ARTICLE 53
TUITION REIMBURSEMENT

(a) If a regular Employee desires to enroll in one or more courses at an accredited educational institution while continuing in full time employment, he may submit in advance of commencing such course or courses a letter of application to the department head for reimbursement of the cost of his tuition.

(b) The letter of application shall list the course or courses to be taken by course title and number along with a brief description of the course content. Also to be included is the name of the educational institution, location of the course offering, dates, times, and costs thereof.

(c) Upon proof of satisfactory completion of any course or courses and of the amount expended for tuition therefore, the Employee shall be reimbursed for such tuition up to \$500.00 per fiscal year, provided that the Employee agrees, in writing, to remain a full time Employee for a period of one (1) year following the completion of the course and likewise agrees that if he leaves the City's employ before the expiration of the one (1) year period, he will have deducted from his final pay an amount equal to one-twelfth (1/12) of the tuition reimbursement for each month or portion thereof

lacking of the one (1) year requirement. Reimbursement for tuition to bargaining unit Employees under this Article by the City of Flint shall not exceed the sum of \$10,000.00 during any one (1) fiscal year. If application for such reimbursement exceeds this maximum limit, the reimbursement shall be made pro-rata among Employees who have successfully completed approved courses.

(d) In the event a regular employee has been involuntarily laid off or has taken a voluntary lay off in order that an employee who would otherwise be involuntarily laid off would be retained, and who retains rights to reinstatement under the provisions of this collective bargaining agreement, said employee shall be eligible to receive a tuition reimbursement provided said employee complies with the provisions of paragraphs (a), (b), and (c), above. The maximum tuition reimbursement under this Section shall be \$2,000 per employee per fiscal year, with a maximum reimbursement under this paragraph (d) of Article 53 by the City of Flint per year being the sum of \$10,000 during any fiscal year.

ARTICLE 54 **TOOL ALLOWANCE**

The Employer will pay, in July of each year, effective July 1, 1996, a tool allowance of \$300.00 to each Employee in the classification of Truck and Heavy Equipment Mechanic.

The above classified Employees shall also receive an insurance allowance of \$50.00 per Employee per year in consideration of the high cost of theft and loss insurance.

Power and special tools will continue to be provided by the Employer in accordance with established work rules. Any Employee separating from the service before January 1 of any fiscal year shall have deducted from his separation pay an amount equal to his tool allowance for one (1) year.

The parties agree to reopen this Article, at the request of either party, in the event of a major national conversion to the metric system.

ARTICLE 55 **EMPLOYEE SAFETY**

Section 1. Safety Committee.

A joint Employer-Union Safety Committee shall be established and shall be composed of two (2) City and two (2) Union representatives. The Safety Coordinator shall serve as Chairman and Secretary of the Committee. The Chairman shall not be a voting member.

The Committee shall serve in an advisory capacity for the Safety Coordinator and the Director of Labor Relations for those safety-related matters affecting the membership of Local 1600. The Committee shall meet during working hours on the agreement of the Committee members.

A Safety Manual shall be developed and recommended for City approval.

Section 2. Safety Equipment/Devices.

Any protective clothing or protective device, over and beyond normal wearing apparel, required by Michigan's Occupational Safety and Health Act to be worn and/or used in the performance of a specific job or duty, shall be furnished and maintained by the City.

Section 3. Safety Glasses.

(a) General.

The Employer will provide any Employee that it requires to wear safety glasses, without cost to the Employee, one (1) pair of safety glasses at the time it becomes necessary for the Employee to wear glasses on the job.

(b) Prescription Safety Glasses.

Should an Employee need prescription glasses and be required by the Employer to wear safety glasses, the Employer will provide prescription safety glasses, provided the Employee provides to the Employer, without cost to the Employer, a prescription that is not more than one (1) year old.

If the Employee would prefer a style of prescription safety glasses different than those offered him by the Employer, the Employee will reimburse the Employer for any additional costs.

For those Employees receiving prescription safety glasses from the Employer, the Employer will provide additional safety glasses as required by prescription changes, however, such changes will not be more often than once in any fifty-two (52) payroll periods.

(c) Replacement of Safety Glasses.

The City will replace safety glasses whenever it can be substantiated by the Employee beyond reasonable doubt that damage to his safety glasses did, in fact, occur on the job, was beyond his control, and involved no negligence whatsoever on his part. It shall be the responsibility of the Employee to establish these conditions to the appropriate supervisor who shall then recommend to the Risk Manager either for or against payment by the City.

Employee claims for damage to glasses other than safety glasses while on duty may be processed through the procedure established for handling Employee claims.

Section 4. Safety Shoes.

Not more often than once in every twenty-six (26) payroll periods, the Employer will make available to designated Employees one (1) standard pair of safety shoes. The standard safety shoe will meet the minimum requirements of Michigan's Occupational Safety and Health Act for the type of work an Employee does. The Employees will maintain their safety shoes. If an Employee orders other than the standard shoe, the Employee will pay the difference between the cost of the standard shoe and the shoe ordered by the Employee. The City will, if additional shoes are required, provide those shoes for the Employee at the Employee's expense. Areas in which safety shoes must be worn will be designated by the Safety Office. Employees will be advised of the procedure for fitting and obtaining the safety shoes at the time of hiring.

Section 5. Vehicle Operation.

Employees who demonstrate an inability to safely operate a City vehicle such as three (3) accidents in two (2) years, where the Employee was clearly at fault with a City insured vehicle, will be referred to a Vehicle Safety Committee consisting of three (3) members appointed by the Union and three (3) appointed by management.

The intent of this provision is to seek alternative solutions, such as transfer to a non-driving capacity rather than to punish or discharge Employees.

This Article shall not be construed to limit the Employer's rights to discipline where circumstances warrant.

ARTICLE 56
INSURANCE COVERAGE

Section 1. Life Insurance; Extended Sick Leave Benefit Insurance.

Notwithstanding the provisions contained within the Articles entitled Life Insurance and Extended Sick Leave Insurance Benefits, during the term of this Agreement the Employer shall have the right to select the insurance carrier(s), to select the insurance policy or policies, to change carriers, and/or to become self-insured provided there is no reduction in benefit levels; and provided further that the Employer investigate the financial soundness of the insurance carrier prior to contracting with said carrier.

Section 2. Health Insurance.

Health insurance benefits shall be subject to the terms and conditions specified in the Employer's group insurance policy or policies and any claim settlement between the Employee and the respective insurance carrier(s) shall not be the basis of a grievance or subject to arbitration. The Employer, by payment of the premium required to provide the coverage as agreed upon, shall be relieved from all liability with respect to the benefits provided by the insurance coverage.

Section 3. Release of Liability; Eligibility for Benefits.

All insurance benefits provided in this Agreement shall be by way of fringe benefits with no cash reimbursement, specifically except as provided herein for those Employees who do not qualify or who do not elect to be covered. The failure of an insurance company to deliver any of the benefits which it has contracted for any reason shall not result in any liability to the Employer or the Union nor shall such failure be considered a breach by either the Employer or the Union of any obligation under this Agreement. Eligibility, coverage, and benefits under any insurance plan are subject to the terms and conditions, including any waiting period or other time limits, contained in the contracts between the City and the carrier(s).

ARTICLE 57
LIFE INSURANCE

The City shall provide, for the term of this Agreement, a \$40,000 group life benefit, and \$40,000.00 accidental death and dismemberment insurance for all full-time regular Employees and part-time Employees who, at the time of employment and thereafter, are regularly scheduled to work thirty (30) or more hours per week.

The insurance coverage will commence the first day of the month following accrual of 182 service credits. The coverage shall be discontinued on the day the Employee's services are terminated, i.e., resignation, retirement, discharge, layoff, or leaves of absence without pay. Provided, however, such life insurance coverage will be continued for an Employee who is on extended sick leave, without pay, and/or maternity leave, without pay, for a maximum of three (3) calendar months, which three (3) month period shall be cumulative and shall include any waiting period to establish eligibility for extended sick leave insurance benefits, during which the Employee is not being paid.

The Employee may designate a beneficiary by completing the appropriate form provided by the City and in the event no beneficiary is designated, the benefit shall be payable to the Employee's estate.

ARTICLE 58 **PAYMENT IN LIEU OF INSURANCE COVERAGE**

The City will pay to eligible Employees, under the conditions herein set forth, an annual amount in lieu of insurance coverage. All payments shall be for the twelve (12) billing periods (January through December) of each year and shall be paid immediately prior to December 1. The payment shall be made as an adjustment to a regular pay check, and only those Employees who are entitled to a regular pay check the first day in December shall be entitled to the payment in lieu of insurance coverage.

For the purpose of this Article only, Employees shall be determined to be "entitled to a regular paycheck" if the Employee has not quit, resigned or been discharged on the date the check is paid, i.e., the date shown on the check. (For example, an Employee who is on approved leave of absence, suspension, layoff or WO will be determined as being "on the payroll" for the purpose of payment in lieu of insurance coverage.) If an otherwise eligible Employee is not at work on the date the check is paid, the check shall be sent to the Employee's last known address. If the check is returned to the City, the Employee must claim the check from the City within sixty (60) days or the check will be voided, and the Employee shall forfeit any right to a payment in lieu of insurance coverage for that period.

Any Employee who is eligible for hospitalization insurance, at City expense, pursuant to the Article entitled Hospitalization Insurance, but who elects not to be covered by said insurance, shall be entitled to a payment of \$50.00 per billing period for any billing period during which hospitalization insurance was not provided for said Employee at City expense. Effective December 1, 1996, this payment shall be increased to \$100.00 per billing period.

Any Employee who is eligible for dental insurance, at City expense, pursuant to the Article entitled Dental Insurance, but who elects not to be covered by said insurance, shall be entitled to a payment of \$5.00 per billing period for any billing period during which dental insurance was not provided for said Employee at City expense.

ARTICLE 59 **DENTAL INSURANCE**

The Employer shall provide regular full time permanent Employees, following the successful completion of the required probationary period for new employees, a dental insurance coverage subject to the terms and conditions provided in the agreement with the carrier.

In general this coverage will provide:

- Class I (Basic Dental Services)
 - 100% preventative, diagnostic and emergency palliative
 - 90% remainder of Class I including Radiographs.
- Class II (Prosthodontic Dental Services) 50%
- Class III (Orthodontic Dental Services to age 19) 50%

Class I and II benefits shall not exceed \$750.00 per person per contract year. Class III benefits shall not exceed a lifetime maximum of \$650.00 per person. Effective January 1, 1997, Class II benefits shall not exceed \$1,000.00 per person per contract year and Class III benefits shall not exceed a lifetime maximum of \$1,000.00 per person.

ARTICLE 60 **HOSPITALIZATION INSURANCE**

Section 1. Benefits and Coverage.

The Employer agrees to provide regular Employees, including part time Employees who are regularly scheduled to work thirty (30) or more hours per week, full coverage at semi-private rates, Blue Cross/Blue Shield MVF-I with a Five (\$5.00) Dollar co-pay prescription rider, (generic drugs unless otherwise prescribed by the Employee's physician; "prescription drug maximum allowable cost program"); mandatory second surgical opinion; 80/20 pre-certification for hospitalization (admission to hospital not approved requires employee to pay \$100 deductible for hospital services plus \$100 deductible for physician services. After payment of these deductibles, the employee is responsible for 20% of all charges with maximums of

\$750 per individual or \$1500 per family per calendar year); Riders "Prevent - WPC PA + B", "MSO Prevent", "PCES 2" and Master Medical Option IV. Effective July 1, 1994, change Master Medical deductible to \$150/\$300 (individual, family) with an 80/20% co-pay, \$1,000 stop loss.

(a) Coverage shall commence per terms of the "New Hire Agreement" entered into between the Employer and the insurance carrier. Employees electing traditional Blue Cross/Blue Shield coverage as described above shall be required to pay Fifty (\$50.00) Dollars per month toward the cost of said coverage. A payroll deduction shall be authorized by employees electing traditional coverage. As an alternative to the above traditional Blue Cross/Blue Shield coverage, Employees may elect Blue Cross/Blue Shield CMM PPO coverage with \$100/\$200 deductibles (individual/family) with an 80%/20% co-pay, \$1,000 stop loss, and a \$5.00 co-pay prescription (generic drug) rider. Employees who elect Blue Cross/Blue Shield CMM PPO coverage are not required to make any payments toward the cost of said coverage.

(b) Employees eligible for hospitalization insurance as set forth in (a) above shall have the option of maintaining current coverage or electing to be covered by HMO. This election may be made during the months of April and May. The open enrollment period shall be at least six (6) weeks. Such coverage will be subject to the regulations of the Carrier. These HMO plans shall require a Five (\$5.00) Dollar drug co-payment and a Ten (\$10.00) Dollar office visit charge. The City shall pay for such HMO coverage on behalf of an eligible Employee, an amount not to exceed the amount being paid by the City for Blue Cross/Blue Shield traditional coverage for an eligible Employee. At such time as the cost of providing HMO exceeds the amount being paid to provide Blue Cross/Blue Shield, the Employee shall pay such additional cost by payroll deduction.

Effective July 1, 1997, the cost computation for active employee contribution to the cost (if any) of HMO coverage shall be to utilize the current cost data for Blue Cross/Blue Shield traditional coverage for active (i.e., not retired) employees less the \$50.00 per month employee contribution.

(c) Regular Employees and/or their spouses who attain age sixty-five (65), must enroll in Blue Cross - 65 Supplementary. Failure to do so shall forfeit the Employee's Hospitalization Insurance Coverage until such time as they have complied with this requirement. Such regular Employees shall be reimbursed any premium they must pay for Medicare coverage, for themselves and/or their spouse. Reimbursement shall be quarterly pursuant to the written policy as established by the Finance Director, after providing proof as required by the Finance Director, of such payment. In no event shall the reimbursement exceed the difference between the City's premium for "regular benefits" coverage for a similarly situated Employee (e.g.: married, single) and the City's premium for the "65 Supplementary" coverage. This section shall not apply to Retirees as set forth in section (d) below.

(d) For employees retiring, except on deferred retirement, coverage will be maintained until the retiree attains age sixty-five (65). Those members who take a deferred retirement are not eligible to receive retiree health care coverage until such time as they are in receipt of retirement benefit payments from the City. The City shall not provide retiree health care coverage if another employer paid health plan with comparable coverage at comparable cost is available to the retiree. As a condition of continued retiree health care coverage, the City shall have the right to require that a retiree file a yearly affidavit attesting whether such "other" employer paid health care plan is available. Employees retiring on or after July 1, 1997, who are enrolled in either the PPO or an HMO as of the date of their retirement and who are otherwise eligible to receive BC/BS traditional health care benefits as a retiree may continue their PPO or HMO coverage without cost contribution, if any, provided that such PPO or HMO coverage is still available from the carrier. There will be no HMO cost contribution for retirees. Commencing at age sixty-five (65), the coverage provided shall be Blue Cross - 65 Supplementary. All coverage shall terminate upon death of the retiree; except that where a retiree has elected a retirement option which provides for benefits payable to the retiree's spouse, medical insurance coverage upon the death of the retiree will continue to be provided to the retiree's spouse for so long as said spouse continues to receive retirement benefits.

Any employee hired on or after July 1, 1997, who elects to participate in the optional defined contribution retirement plan shall be eligible to receive retiree health care only under the same terms and conditions applicable to an employee hired on or after July 1, 1997, who elects to participate in the defined benefit retirement plan. In this regard, an employee hired on or after July 1, 1997, will be eligible to receive retiree health care only upon the attainment of that employee's normal retirement age which is defined to be the lesser of either: (1) age 59 together with a minimum of ten (10) years of service; or, (2) age 55 together with a minimum of thirty (30) years of service.

(e) The Employer may provide hospitalization insurance other than the Blue Cross/Blue Shield listed, provided such coverage is equivalent to above and that any change in carriers must be by mutual agreement between the City and the Union. In the event of such carrier change, where Blue Cross and/or Blue Shield is listed above the new carrier name (and policy designation where appropriate) will be substituted.

Employees may, if they so elect, charge either their annual or their sick leave bank to meet the cost of the major medical deductible. This election must be made in June of each year.

The Employer may provide hospitalization insurance other than the Blue Cross/Blue Shield listed provided such coverage is equivalent to the above and that any change in carriers must be by mutual agreement between the City and the Union.

Section 2. Termination of Benefits.

Except as otherwise provided herein, coverage shall be discontinued on the last day of the premium month in which the Employee's services are terminated, including layoff.

Such coverage shall be continued during any leave, or portion thereof, for which the Employee is receiving pay. If the Employee is receiving less than full pay for any leave or portion thereof, the coverage will be continued during such period upon payment by the Employee of a portion of the premium directly proportioned to the pay received during the period.

In the event of layoff, coverage shall be continued one (1) month for each year of City seniority, to a maximum of six (6) months.

Employees on leave of absence without pay or on layoff may continue coverage for an additional six (6) months by making cash payments of the full premium to the Finance Department prior to the 20th of each month.

Section 3. Retiree Health Care Cost Containment.

Any employee who retires under this agreement shall be obligated to pay the same monthly cost, if any, for their selection of health care coverage available to active employees as of their date of retirement, until such time as the retiree has a total of thirty (30) years of active employment service with the City plus years of service as a retiree in receipt of retiree health care benefits. Upon a retiree receiving Blue Cross - 65 Supplementary, that retiree's contribution for health care cost containment under this Section shall be discontinued.

Section 4. Prescription Drug Cost Containment.

The City shall establish an alternate mail order maintenance prescription drug program. The use of such program shall be voluntary on the part of bargaining unit members. The identity of the provider of this plan shall be subject to the approval of the Union.

Section 5. Future Health Care Benefit Legislation.

The parties recognize the possible effect of future health care legislation and agree to establish a joint health care committee which shall make recommendations to the parties' respective negotiating teams concerning the effects of possible future state or federal legislation.

ARTICLE 61
OPTICAL BENEFITS

Effective July 1, 1987, the Employer shall provide regular full time permanent Employees, following successful completion of the required probationary period for new employees, optical benefits subject to the terms and conditions provided in the agreement with the carrier.

In general, this benefit will provide optical examinations, lenses and frames every 24 months for the Employee and dependents over 18 years of age (dependents who are 18 years of age and under eligible every 12 months); full coverage for necessary contact lenses, \$80.00 cosmetic contact lens allowance; with deductibles of \$0 for exams and \$10.00 for materials; and, set pre-deductible allowances for non-panel providers.

ARTICLE 62
EXTENDED SICK LEAVE INSURANCE

Any regular Employee with 182 service credits, eligible to accrue sick leave, who has been absent from work for twenty-eight (28) consecutive calendar days and is unable to work due to his health, shall be eligible for extended sick leave insurance benefits as herein provided. An Employee who enters a residential rehabilitation program shall be eligible for extended sick leave insurance benefits after fourteen (14) consecutive calendar days absence. An Employee who does not complete the rehabilitation program must reimburse the City for such days either in cash or through reduction of the Employee's annual and/or sick leave accrual by one-half (1/2) of the normal accrual.

Payments during such period shall be at the rate of sixty (60%) per cent of the Employee's straight time hourly rate, excluding premium pay, not to exceed fifty dollars (\$50.00) per day, and shall include only those days the Employee would have been paid but was unable to work due to his health. Effective July 1, 1997, the daily maximum benefit shall be increased from fifty dollars (\$50.00) per day to sixty dollars (\$60.00) per day.

An Employee shall be eligible for eight (8) hours pay as set forth above, for each fourteen (14) service credits earned by said Employee with a minimum period of coverage to be 320 hours. Employees who have earned at least 182 service credits, but less than 560 service credits, may, on not more than one (1) occasion prior to acquiring 560 service credits, use anticipated future credits to receive payment for the above specified period(s) for a cumulative maximum of 320 hours which shall be deducted from said Employee's future eligibility. Except as specifically provided above, the

cumulative period of eligibility for any one (1) health problem shall not exceed eight (8) hours for each fourteen (14) service credits earned by the Employee.

Written application for extended sick leave insurance benefits, on forms provided by the City, shall be filed with the Personnel Department and shall be accompanied by a written statement from the Employee's personal physician which shall include the doctor's diagnosis and anticipated period of absence. The City may require the Employee to be examined by the City Physician, at City expense, prior to authorizing payment of extended sick leave insurance benefits.

When an Employee has exhausted all available extended sick leave insurance benefits, upon making proper application therefore, said Employee shall use his accrued sick and annual leave prior to being placed on extended sick leave as outlined in the Article entitled Extended Sick Leave.

At the conclusion of a voluntary (i.e., not a program entered into as part of a grievance settlement agreement) residential rehabilitation program, any employee receiving extended sick leave benefits must undergo a physical examination conducted by the City Health Clinic within two weeks of the end of such program. In the event the employee fails said examination for a residential rehabilitation program, extended sick leave benefits will be terminated unless the employee immediately reenters a new residential rehabilitation program. At the conclusion of this second voluntary residential rehabilitation program, extended sick leave benefits shall terminate two weeks after the end of such second program, even if the employee still is unable to pass a physical examination conducted by the City Health Clinic.

Effective July 1, 1990, an employee will be eligible for extended sick leave benefits during a maximum of two voluntary residential rehabilitation programs in any five year period. Residential rehabilitation programs entered prior to July 1, 1990, shall not be counted against this maximum number of voluntary residential rehabilitation programs.

For the duration of this agreement, but not until ratification, the waiting period for all employees shall be 14 calendar days.

ARTICLE 63 **UNEMPLOYMENT COMPENSATION**

Unemployment compensation benefits for Employees, including eligibility therefore, shall be in accordance with Act No. 1 of the Public Acts of 1936, Extra Session, as amended, of the State of Michigan.

ARTICLE 64
RETIREMENT BENEFITS

I. Defined Benefit Plan:

A. General Provisions:

Retirement benefits for Employees, including eligibility therefore, shall be in accordance with Appendix B of this Agreement. Employees hired on or after July 1, 1997, who elect to be covered by the Defined Benefit Plan are not eligible for participation in the Defined Contribution Plan. The election by an employee, hired on or after July 1, 1997, to participate in the Defined Benefit Plan shall be irrevocable.

Section 1.

(a) Multiplier:

For employees hired on or before June 30, 1997, the multiplier shall be 2.4% for all years of service; provided, however, that effective July 1, 1997, the multiplier shall be 2.4% for all years of credited service earned prior to July 1, 1997, and 2.5% for all years of service earned after July 1, 1997.

For employees hired on or after July 1, 1997, the multiplier for the first twenty-five (25) years of credited service shall be 2.4% for credited service earned prior to July 1, 1998, and 2.5% for credited service earned after July 1, 1998. For employees hired on or after July 1, 1997, the multiplier for any and all years of credited service in excess of the first twenty-five (25) years of credited service shall be 1.0%.

(b) Employee Contribution Rate:

The employee contribution rate shall be 4.0% of all earnings.

(c) Interim and Temporary Employees:

Interim and temporary Employees shall be excluded from membership in the retirement system and wages paid said Employees will not be subject to withholding of the retirement contribution.

Any interim or temporary Employees subsequently appointed to a permanent position shall be eligible to purchase service credits earned as an interim or temporary Employee by paying, in a lump sum, the amount the Employee would have contributed had he participated in the retirement program during said period or periods, such

payment to be made prior to completion of 365 service credits following appointment to a permanent position. Such payment must be made before such time is credited for retirement purposes.

(d) Payment for Accumulated Sick Leave Upon Retirement:

Any Employee who retires from the City of Flint as provided in the Retirement Ordinance shall be compensated in cash for any accumulated unused sick leave days up to 480 hours plus one-half (1/2) pay for each hour of unused sick leave in excess of 960 hours, and for Employees hired prior to January 1, 1978, it shall continue to be included in the computation of final average compensation for retirement purposes. Provided, however, for any Employee hired after January 1, 1978, said sick leave shall be paid after the Employee retires (within sixty (60) days) and shall not be included as part of the Employee's final average compensation for the purpose of computing retirement benefits.

(e) Payment for Accumulated Annual Leave Upon Retirement:

Any Employee who retires from the City of Flint as provided in the Retirement Ordinance shall be compensated in cash for all accrued, unused annual leave standing to his credit, and for Employees hired prior to January 1, 1978, it shall continue to be included in the computation of final average compensation for retirement purposes. Provided, however, for any Employee hired after January 1, 1978, said annual leave shall be paid after the Employee retires (within sixty (60) days) and shall not be included as part of the Employee's final average compensation for the purpose of computing retirement benefits.

(f) Deferred Retirement:

Employees hired by the City prior to October 1, 1983, have the option to take a deferred retirement either after fifteen (15) years of service, with the pension payable upon when the employee would have completed twenty-five (25) years of service; or, the employee may take a deferred retirement after ten (10) years of service, with the pension payable upon the employee attaining age fifty-five (55).

Employees hired by the City after October 1, 1983, and prior to July 1, 1997, have the option to take a deferred retirement with ten (10) or more years of service, with such pension payable only upon the employee attaining age fifty-five (55).

Employees hired by the City on or after July 1, 1997, have the option to take a deferred retirement with ten (10) or more years of service, with such pension payable only upon the employee attaining age fifty-nine (59).

(g) Normal Retirement Age:

Employees hired on or before September 26, 1984, shall be able to retire with a full pension after twenty-five (25) years of service regardless of age.

Employees hired after September 26, 1984, and on or before June 30, 1997, shall be eligible for an age and service pension only upon the attainment of age fifty-five (55) with ten (10) or more years of service.

Employees hired on or after July 1, 1997, shall be eligible for an age and service pension only upon the attainment of the earlier of either (i) age fifty-nine (59) with ten (10) or more years of service; or, age fifty-five (55) with thirty (30) or more years of service.

(h) Popup Option:

Employees, at the time of retirement, and at such time only, may elect to receive pension option "B", Joint and Survivor Pension, and option "C", Modified Joint and Survivor Pension, on a "popup" basis. If elected, upon the divorce from, or the death of the named beneficiary, the retirant's pension shall thereafter be paid as if the retirant had elected the straight life form of payment to be effective the month following the divorce or death.

The actuarial tables used in calculating the popup option shall be such that there shall be no increased cost to the City or the retirement system.

Section 2. Prior Military Service Credit.

An employee may, on a one-time only basis, prior to retirement, and not thereafter, elect to receive credit, for retirement purposes only, for time served in the Armed Forces of the United States on active duty for other than training purposes, and for which he received an honorable discharge. The maximum amount of military service for which he may receive credit is 36 months and such credit shall be given only upon payment to the retirement system of a contribution equal to the actuarial present value as of the date of the buy-back of the pension payable by the retirement system attributable to the prior military service.

Said contribution shall be made in one installment, payable not later than ninety (90) calendar days from the date that the employee receives notices of the amount due, and in no case later than the employee's effective retirement date. No credit shall be granted for any military service for which the applicant is receiving a pension or which has been used in establishing entitlement to a pension from any other source.

Said service may be used for the purpose of meeting minimum requirements for retirement, including, but not limited to deferred or voluntary retirement.

The employee shall be required to submit a certificate or other document from the military authorities indicating the character of service, and nature of separation.

The foregoing provisions shall also be applied for the purpose of allowing bargaining unit members to elect to receive credit for a maximum of 36 months of prior governmental employment service with a governmental entity other than the City of Flint, for any unpaid leave time from the City of Flint including educational, maternity, and/or extended sick leaves, and for the purchase of a maximum of 60 months of "generic" time. Any said service be used for the purpose of meeting minimum requirements for retirement, including, but not limited to deferred or voluntary retirement; but, in no case, shall such credit be granted for any period of time for which the applicant is receiving a pension or which has been used in establishing entitlement to a pension from any other source.

It is understood that the rights of Employees, if any, who made application to purchase prior military credit pursuant to the terms of a prior collective bargaining agreement with regard to either the formula for computing cost of purchase and/or the period of time in which to purchase such prior military time shall be governed by the terms of said prior collective bargaining agreement.

Section 3. Purchase of Leave Time.

Any Employee may purchase, for retirement purposes only, time without pay on authorized leave from a regular full time permanent position by depositing with the Retirement Board an amount equal to the total contributions which would have been made by the Employee and the City had wages been paid for the period of the leave. Such contributions will include interest at the rate established by the Chief Finance Officer, computed from the date the leave commenced.

Employees may elect to receive credit within sixty (60) days return from such leave, but not thereafter. Payment must be made in one (1) installment, payable not later than five (5) years from the date of election. In the event an Employee does not deposit the contribution required hereunder at the time of making the election, the contribution shall be increased $\frac{3}{4}$ of 1% per month from the date of election to the date of payment.

Such purchased leave time shall not be used for the purpose of meeting minimum requirements for deferred or voluntary retirement.

Section 4. Withdrawal of Prior Military Service or Authorized Leave Time.

In the event an Employee has purchased prior military service or authorized leave time, and the Employee leaves the employ of the City of Flint for whatever

reason prior to retirement, the Employee may withdraw all contributions for such purchase on the same basis as provided in the ordinances for Employee contributions.

Section 5. Life Insurance.

The pay scales (Appendix A) reflect a reduction in the hourly rate of all Employees of \$0.01 per hour, which shall be matched by the City and deposited bi-weekly into a separate fund to be utilized for the purpose of providing life insurance in the amount of \$5,000.00 for members who retire after July 1, 1984, \$7,500.00 for all members who retire on or after July 1, 1993, and \$10,000.00 for all members who retire on or after July 1, 1994, with a pension payable by the retirement system except for those members who take a deferred retirement. Those members who take a deferred retirement are not eligible for such life insurance until after attainment of their voluntary retirement age or such time as they would have qualified for a pension had they continued in employment with the City.

Section 6. Annuity Withdrawal Option.

Within fifteen days of appointment to a bargaining unit position, and not thereafter, an Employee may elect the option of voluntary withdrawal of his own accumulated contributions. Failure to elect this option within the specified time will preclude withdrawal of his own accumulated contributions upon retirement. A member who elects this option shall have his contribution to the retirement system increased from 4.0% to 7.5% of the gross compensation paid him by the City, effective with the election of the option. A member who has elected this option may, at time of application for retirement, choose to have 25%, 50%, 75%, or 100% of his accumulated contributions returned in a single payment. The member's pension shall then be reduced by the actuarial equivalent of the accumulated contributions withdrawn as determined by the City's actuaries. The accumulated contributions for the member in the Employee's savings fund shall be reduced by the amount of the single payment.

In the event a member elects the aforementioned option, upon refund of the Employee's accumulated contributions, the Employee shall receive "regular interest" on his accumulated contributions. "Regular interest" shall be defined as in the Definition section of the Retirement Plan, i.e., one (1) per cent per annum, compounded annually.

Nothing contained in this agreement shall be construed to prohibit an Employee who elects this option from electing other applicable options provided in the Retirement Plan.

An Employee who exercises the option of voluntary withdrawal of his own accumulated contributions and pays the 7.5% contribution rate required during his membership in Local 1600 shall, upon change in bargaining unit, have the option of retaining this benefit regardless of whether or not this benefit is provided by his new

bargaining unit. To retain this benefit the Employee shall contribute an additional 3.5% of his gross compensation to the retirement system in cases where the employee is in a group that does not have the annuity withdrawal option. If the employee's new group has the annuity withdrawal option, the employee's contribution shall be that as required by his new group. The employee may also elect to forego his right to an annuity withdrawal option. In such a case the Employee forfeits the right to withdraw his own accumulated contributions nor shall he be entitled to a refund of any excess contribution made by him for such option during the period of his entitlement thereto. An Employee who contributes to the retirement system who forgoes the right to the annuity withdrawal option shall not have his contribution increased by 3.5% of his gross compensation.

The election to retain or to forego the annuity withdrawal option upon unit change shall be made in writing to the Retirement System not later than six months after the Employee is no longer represented by this Union.

II. Defined Contribution Plan:

A. General Provisions:

Eligible Employees hired on or after July 1, 1997, who elect to be covered by the Defined Contribution Plan are not eligible for participation in the Defined Benefit Plan. The election by an eligible employee, hired on or after July 1, 1997, to participate in the Defined Contribution Plan shall be irrevocable.

Retirement benefits for Employees hired on or after July 1, 1997, who voluntarily elect to participate in the Defined Contribution Plan, including eligibility therefore, shall be in accordance with the provisions of the Adoption Agreement as set forth in Appendix E of the Agreement.

B. Administration:

The Defined Contribution Plan shall be administered by the ICMA Retirement Corporation.

C. Plan Election:

Eligibility in the Defined Contribution Plan shall be limited to regular employees excluding seasonal, part-time, and all other employees (e.g., also excluding interim and/or temporary employees). The City will notify eligible Employees of their option to participate in either the Defined Contribution Plan or the Defined Benefit Plan upon employment in an eligible position. Thereafter, the Employee will have ninety (90) days within which to notify the Employer's Payroll and Retirement Office of the employee's selection of retirement plan. The Employee's selection will be in writing

on forms provided by the Payroll and Retirement Office and may be filed with the Payroll and Retirement Office only following attendance at any required retirement option education programs provided by the City and/or the retirement plan administrators to employees. In the event the Employee fails to notify the Employer's Payroll and Retirement Office as set forth above, the Employee will be covered by the Defined Contribution Plan.

D. Contribution Rates:

The Employer will contribute ten percent (10%) of the of the employee's gross earnings each pay period into the employee's personal retirement account. The Employee will contribute five percent (5%) of the employee's gross earnings into the employee's personal retirement account.

E. Vesting:

Employee participants in the Defined Contribution Plan, hired on or after July 1, 1997, shall be one hundred percent (100%) vested at all times on their own employee contributions and investment earnings. Employee participants in the Defined Contribution Plan, hired on or after July 1, 1997, shall be vested on Employer contributions and investment earnings according to the following schedule:

<u>Completed Years of Service</u>	<u>Percent Vested</u>
One (1) Year	15%
Two (2) Years	30%
Three (3) Years	45%
Four (4) Years	60%
Five (5) Years	75%
Six (6) Years	90%
Seven (7) Years	100%

F. Normal Retirement Date:

For those Employees participating in the Defined Contribution Plan hired on or after July 1, 1997, the normal retirement date shall be the earlier of:

- (i) Attainment of age 55 with 30 years of service; or
- (ii) Attainment of age 59 with 10 years of service.

G. Retiree Life Insurance:

Employees participating in the Defined Contribution Plan hired on or after July 1, 1997, shall be entitled to receive the \$10,000.00 retiree life insurance benefit set forth in Section 5 of Part I of this Article provided that they have retired from employment with the City following attainment of their normal retirement date.

ARTICLE 65
ANNUAL PHYSICAL EXAMINATIONS

Employees employed in Water Pollution Control Facilities positions shall be afforded a full physical examination on an annual basis. Such examination shall be conducted by the City Health Clinic.

ARTICLE 66
RESIDENCY

All Employees hired on or after June 30, 1992, shall as a condition of their continued employment establish and/or maintain residency within the corporate boundaries of the City of Flint.

In consideration of the foregoing change in current residency requirements, the parties to this agreement agree that neither shall alter, attempt to alter, add to or attempt to add to, through negotiation, interest arbitration, or court or administrative action, any provision or practice related to residency requirements for a period of twenty (20) years with said period beginning on April 4, 1990 and continuing through and including April 3, 2010.

The provisions of the first paragraph, above, shall not be effective unless residency requirements have been mandated by ordinance requiring residency as a condition of continued employment for newly hired "low level exempt" employees hired on or after July 1, 1992.

ARTICLE 67
COMMERCIAL DRIVER LICENSES

The City will pay the cost of the skills test fee for the initial test administered to an employee for the purpose of obtaining a Commercial Driver License. In the event an employee fails this initial test, the employee will not be allowed to drive any City vehicle for which a Commercial Driver License is required and the cost of any subsequent skills tests will be the obligation of the employee.

Effective July 1, 1996, the City shall reimburse an Employee who is required to obtain and/or maintain a Commercial Driver License (i.e., CDL) for the following costs :

1. Written test - The City will reimburse an Employee on one (1) occasion, and only if the Employee successfully passes.
2. Skills test - The City will reimburse an Employee on one (1) occasion, and only if the Employee successfully passes, unless the Employee fails as a result of the City providing the Employee with a faulty City-owned vehicle for the purpose of taking the skills test.
3. Renewal fee - The City will reimburse an Employee for the renewal of an existing CDL up to a maximum of \$20.00.
4. Addition of required endorsement(s).

In order to receive reimbursement for any of the aforementioned costs, the Employee must submit the *original* receipt to the Director of Labor Relations.

The failure of an Employee to obtain a CDL as required shall be a justifiable reason to terminate an appointment on the basis that the Employee failed to satisfactorily complete the Employee's new hire or promotional probationary period. Furthermore, in the event an Employee is unable to maintain a CDL as required, the City reserves the right to remove the Employee from the position requiring a CDL until such time when the Employee is either able to get his CDL reinstated or for a period of six (6) months, whichever comes first.

ARTICLE 68 **SAVINGS CLAUSE**

Should any Article, Section, sentence, or portion of this Agreement be held unlawful and unenforceable by any Court of competent jurisdiction, such decision of the Court shall apply only to the Article, Section, sentence, or portion thereof directly specified in the decision. Upon entry of an order in accordance with said decision, the parties agree to negotiate a substitute for the invalidated language.

ARTICLE 69
RE-OPENING PROVISIONS

It shall be expressly understood by both parties that this contract may be revised, amended or otherwise altered to include new agreements, or effect changes in the existing contract language, when mutually agreed upon by the Union and Employer.

ARTICLE 70
TERMINATION

This Agreement shall be effective on the 1st day of July, 1996, to the extent feasible, and shall remain in full force and effect through the 30th day of June, 2000, when it shall terminate. If either party desires to renegotiate this Agreement, they shall notify the other of their desire in writing at least 90 calendar days prior to June 30, 2000.

Dated at Flint, Michigan, this 3rd day of December, 1999.

CITY OF FLINT

LOCAL 1600, AFSCME, AFL-CIO

By Mauritius Morrell

By Samuel E. Muma

By Luci-Jenny

By Debra Kuntz

By _____

By Guy F. Baumgart

By _____

By Frank Storrell

**SUPPLEMENTAL
AFFIRMATIVE ACTION
AGREEMENT**

WHEREAS, The City of Flint and AFSCME Local 1600 are desirous of providing equal employment and advancement opportunities to all members of the bargaining unit without discrimination, and

WHEREAS, it is the intent of the parties that the City of Flint take affirmative action to assure that all levels of the classified service are reasonably representative of the ethnic composition of the City, and

WHEREAS, it is the parties intent to "promote from within" when possible, and

WHEREAS, the parties have mutually agreed to accomplish this desire by negotiating affirmative action policies,

THE PARTIES THEREFORE AGREE TO THE FOLLOWING:

1. Minority shall be defined to include: Blacks, Hispanics, American Indians, and Asian Americans.
2. For the purposes of this Agreement, Personnel Rule V, Section 16 shall be amended as follows:
3. For the purposes of this Agreement, Personnel Rule V, Section 19 shall be amended as follows:
4. For the purposes of this Agreement, Personnel Rule V, Section 20 shall be amended as follows:
5. For the purposes of this Agreement, Personnel Rule V, Section 21 shall be amended as follows:
6. For the purposes of this Agreement, Personnel Rule V, Section 22 shall be deleted.
7. For the purposes of this Agreement, Personnel Rule VI, Section 5(i) shall be deleted.
8. For the purposes of this Agreement, Personnel Rule VII, Section 1(d) shall be deleted.

9. For the purposes of this Agreement, Personnel Rule VII, Section 1(g) shall be amended by deleting any reference to "inter-departmental tests."
10. The City reserves the right to implement an affirmative action certification procedure to promote minority employees to classifications and/or job categories, as defined by the United States Equal Employment Opportunity Commission, that have not achieved the representative balance. Such balance shall not exceed a 50/50 ratio between minority and non-minority employees. Affirmative action certification may be used only if employees of the underrepresented class are not ranking in the top three.

Affirmative action certification will occur by ranking the employees of the underrepresented class in order of their test scores. If no employee of the underrepresented class is on the eligible list, the City may obtain names for affirmative action certification by giving an open competitive examination. Prior to giving an open competitive examination for the purpose of obtaining non-employees eligible for affirmative action certification, the City shall discuss this issue with the Union to review the advantages and/or disadvantages of such actions.

When using affirmative action certification the appointing authority shall have three names certified from the promotional list and three or fewer individuals resulting from the affirmative action certification. After there has been an appointment from the affirmative action certification, the next appointment shall be an employee of the non-underrepresented class made from a regular promotional list for that class and/or job category.

11. The City agrees to notify the Union President of each change in status, i.e., new hire, promotion, demotion, transfer, layoff, bump, reclassification, termination and retirement. Said notice shall include the Employee's name, classification and will show the ratio of minority to non-minority Employees in that particular classification. Such notice shall be given to the Union President within three (3) work days of the date the action was taken.

The City further agrees to provide to the Union President a copy of each Personnel Requisition within three (3) work days of its submission to the Personnel Office.

12. Upon reaching a representative balance within a classification and/or job category, eligibles will be certified in rank order of their scores, provided however, no non-employees shall be certified.

- 13. It is the City's sole obligation and right to determine the representative balances as to minorities relative to affected classifications and/or job categories.
- 14. Promotional and inter-departmental lists which were promulgated prior to July 1, 1984, shall be utilized for the next certification in each respective class and/or job category. Thereafter affirmative action certification may be utilized if needed.
- 15. The parties agree to emphasize current training and apprenticeship programs and to encourage use of tuition reimbursement funds to better prepare employees for promotional opportunities.
- 16. No affirmative action certification may be used if a regular promotional list is not in existence. An affirmative action certification, once established, shall have the same provisions apply to it as does the regular promotional certification.
- 17. This agreement shall remain in full force and effect until and including June 30, 1992, and shall be renewed for successive one year periods thereafter unless either party requests negotiations in writing at least 60 calendar days prior to the renewal date.

DATED: _____, 1990

FOR THE UNION:

FOR THE CITY:

LETTER OF UNDERSTANDING
FITNESS FOR DUTY STEERING COMMITTEE

Section 1.

The City of Flint and Local 1600, AFSCME, agree to establish a joint Fitness for Duty Steering Committee in order to explore the use of necessary tests for Employees suspected of being under the influence of, or impaired by, alcohol and/or a controlled substance.

Section 2.

The Fitness for Duty Steering Committee shall be made up of three (3) Employees designated by the President of Local 1600, AFSCME, and three (3) individuals designated by the Personnel and Labor Relations Director. Time spent by committee members shall be considered as time worked and committee members shall not lose pay for time spent in committee meetings during the Employees' regular working hours.

Section 3.

The Fitness for Duty Steering Committee shall formulate and present recommendations to the bargaining team for the City and the bargaining team for Local 1600, AFSCME, within six (6) months following ratification of this Agreement.

Section 4.

Upon receipt of the Committee's recommendations, the City and Local 1600, AFSCME, shall resume bargaining on the recommendations.

Section 5.

It is understood that any agreement, including any testing program negotiated between the bargaining teams for the City and Local 1600, AFSCME, is subject to ratification by the membership of Local 1600, AFSCME, prior to implementation.

DATED: Nov. 3, 1997


FOR THE CITY


FOR THE UNION

LETTER OF UNDERSTANDING
SELF-INSURANCE STATUS

While the contract refers to the City's obligation to pay premiums to provide certain insurance (to wit - life, hospitalization, dental and optical), in fact the City is self-insured on some of these benefits. Therefore, it is understood that the City is obligated to provide the coverage and benefits outlined in the agreement, but that this does not require the City to pay premiums for insurance contracts as such.

DATE: September 29, 1988

/s/ James D. Hager
FOR THE UNION

/s/ Jesse M. Thompson
FOR THE CITY

LETTER OF UNDERSTANDING
CONCERNING THE USE OF CS-39

Whereas, the Personnel Rules and Regulations, in Section 4 of Rule XII, Classification, provide for a "job study" at the request of various persons, including the person doing the job; and,

Whereas, such "job study" is initiated by the filing of a "CS-39" form; and,

Whereas, the Personnel Rules and Regulations further provide in subsection (j) of Section 4 of Rule XII that in certain instances incumbent employees in jobs that are studied are entitled to the promotion without examination; and,

Whereas this procedure has been used to the detriment of the City, City employees, and the collective bargaining relationship between the City and the Union; and,

Whereas, the parties wish to set forth some of their basic understandings and concerns relative to the use of CS-39's;

NOW, THEREFORE, THE PARTIES HEREBY AGREE AS PART OF THEIR COLLECTIVE BARGAINING AGREEMENT THAT:

1. No incumbent shall have the absolute right to a position without examination and such claim may not be the basis for a grievance of any type.

2. When a CS-39 finding indicates that reclassification is appropriate, an incumbent employee will not be promoted without examination where the incumbent is in a classification with multiple/like positions and there are other employees in such positions who meet the MER for the reclassified position.

3. In cases where the reclassification of a position is appropriate, the incumbent shall be entitled to back pay as set forth in the Personnel Rules and Regulations whether or not the incumbent is entitled to the position without examination/competition.

4. When a CS-39 finding indicates that reclassification is appropriate, the Union and the City retain the right, notwithstanding any other provisions, to mutually agree that the incumbent employee will be promoted without examination.

DATED: September 29, 1988

/s/ James D. Hager
FOR THE UNION

/s/ Jesse M. Thompson
FOR THE CITY

LETTER OF UNDERSTANDING
JOB STUDY STEERING COMMITTEE

The City and the Union agree to establish a joint Job Study Steering Committee for the purpose of conducting a study of the classification system of the City of Flint. The results of said job study will be used by the joint Job Study Steering Committee to write new and/or revise existing job descriptions and to ensure that employees are assigned to appropriate pay levels and job descriptions.

The City agrees to fund the cost of such job study up to a maximum cost of \$100,000.00 and shall retain a professional consultant who shall be selected jointly by the City and the Union, and who shall be responsible for the objectivity and technical quality of the study. The Job Study Steering Committee shall be made up of three (3) Employees designated by the President of Local 1600, AFSCME, and three (3) individuals designated by the Personnel and Labor Relations Director. Time spent by committee members shall be considered as time worked and committee members shall not lose pay for time spent in committee meetings during the Employees' regular working hours. The goal of this program is to complete said job study on or before June 30, 1998.

It is specifically agreed that no result of said job study will be implemented without prior negotiation and agreement with the Union.

It is also specifically agreed that the study may recommend, but will not be used to determine staffing levels. Moreover, no employee will receive a reduction in their current rate of pay as a result of said job study.

DATED: Nov. 3, 1997



FOR THE UNION



FOR THE CITY

LETTER OF UNDERSTANDING
INTERIM EMPLOYEES

The parties further agree that, on or before July 1, 1999, the Union may present to the Director of Labor Relations a listing of all Interim Employee positions which the Union believes are not "for a given work period or for a specific project with the probability of being laid off at the end of the work period or project." The Union and the City will thereupon meet for the purpose of attempting to mutually agree whether any of said positions should be made regular positions. In the event the Union and the City are unable to agree as to certain said positions, the Union may submit the matter to arbitration as if the dispute were a class action grievance under Article 10 of the collective bargaining agreement. It is understood and agreed that in any arbitration occurring pursuant to this paragraph, the City will not raise as a defense the fact that the Union, in the past, may have failed to grieve the existence of said position as an interim position.

DATED: Nov. 3, 1997

Samuel E Mummy
FOR THE UNION

Maureen Wood
FOR THE CITY

LETTER OF UNDERSTANDING
TOOL ALLOWANCE

The parties agree that they will meet prior to July 1, 1998, for the purpose of negotiating:

- (a) a list of the minimum number and type of tools which must be possessed by employees at the Central Garage who are required to provide their own tools and who therefore receive a tool allowance; and,
- (b) tool insurance availability and costs, adequacy of the current level of tool insurance reimbursement, and/or the desirability of city provided tool insurance.

DATED: Nov. 3, 1997


FOR THE UNION


FOR THE CITY

APPENDIX D

NEGOTIATED MODIFICATIONS
TO CITY PERSONNEL RULES

PERSONNEL RULE V:

Section 11. Authorization For Promotional Competitive Examination.

Whenever there is a vacancy within Local 1600 or Local 1799, the Chief Personnel Officer shall order a promotional examination to be conducted. All eligible bargaining unit members may apply.

Section 15. Seniority Credit On Promotional Examinations.

Each employee taking a promotional test shall be credited with one point for each year of service from the date of the exam for the present position up to a maximum of ten years, to be added to his passing grade received on said test, provided however, that in periods of employment for fractions of a year, if less than six months, shall be considered one half point and if less than one year but more than six months, shall be considered one point.

Any former employee who was discharged or voluntarily resigned from the service shall not be given credit on future examinations for time spent in the service previous to such break in service.

Section 14. Resolving Ties On Promotional Examinations.

Tie scores shall be resolved in favor of the eligible with the highest written examination and/or Assessment Center score. Ties still existing shall be resolved in favor of the eligibles having the highest composite score including the written examination and/or Assessment Center and oral examination score. Ties still existing shall be resolved in favor of the employee with the most continuous service. Ties still existing shall be resolved by the time of filing the application.

Section 21. Promotion Without Competition.

If a promotional examination is not held and there are less than two eligibles within the bargaining unit, willing and eligible to compete, the Chief Personnel Officer may authorize the promotion without competition of such eligible person upon presentation by the appointing officer of a written statement showing in

detail that the duties performed by the person nominated are a natural preparation for the higher position and that such person is entitled to promotion by reason of length of experience and effective performance. The person must pass an examination for the higher position.

Section 22. DELETE.

PERSONNEL RULE VI.

Section 5(i). DELETE.

PERSONNEL RULE VII.

Section 1(d). DELETE.

Section 1(g). Delete any reference to "inter-departmental tests".

LETTER OF UNDERSTANDING
PERFORMANCE APPRAISAL STEERING COMMITTEE

Section 1. Purpose of Committee

The City of Flint and Local 1600, AFSCME, agree to establish a Performance Appraisal Steering Committee for the purpose of formulating and implementing a Performance Appraisal System.

Section 2. Make-up of Committee

The Committee shall be made up of three (3) Employees designated by the President of Local 1600, AFSCME, and three (3) individuals designated by the Personnel and Labor Relations Director. Time spent by committee members shall not lose pay for time spent in committee meetings during the Employees' regular working hours.

Section 3. Formulation of Recommendations

The Committee shall formulate and present recommendations to the bargaining team for the City and the bargaining team for Local 1600, AFSCME, within six (6) months following ratification of this Agreement.

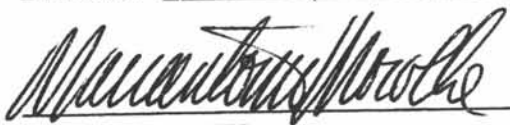
Section 4. Bargaining

Upon receipt of the Committee's recommendations, the City and Local 1600, AFSCME, shall resume bargaining on the recommendations.

Section 5. Implementation

It is agreed and understood that a Performance Appraisal System negotiated between the bargaining teams for the City and Local 1600, AFSCME, is subject to ratification by the membership of Local 1600, AFSCME, prior to implementation.

DATED: Nov. 3, 1997


FOR THE CITY


FOR THE UNION

LETTER OF UNDERSTANDING
CATASTROPHIC SICK LEAVE POOL STEERING COMMITTEE

Section 1. Purpose of Committee

The City of Flint and Local 1600, AFSCME, agree to establish a Catastrophic Sick Leave Pool Steering Committee for the purposes of 1.) considering the development of a bank of sick leave hours donated by Local 1600, AFSCME members to be distributed to other members of Local 1600, AFSCME suffering from catastrophic illnesses and 2.) proposing guidelines regarding the administration of such a bank, if developed.

Section 2. Make-up of Committee

The Committee shall be made up of three (3) Employees designated by the President of Local 1600, AFSCME, and three (3) individuals designated by the Personnel and Labor Relations Director. Time spent by committee members shall not lose pay for time spent in committee meetings during the Employees' regular working hours.

Section 3. Formulation of Recommendations

The Committee shall formulate and present recommendations to the bargaining team for the City and the bargaining team for Local 1600, AFSCME, within six (6) months following ratification of this Agreement.

Section 4. Bargaining

Upon receipt of the Committee's recommendations, the City and Local 1600, AFSCME, shall resume bargaining on the recommendations.

Section 5. Implementation

It is agreed and understood that if the Committee is successful in developing a Catastrophic Sick Pool along with a set of guidelines regarding its administration, and its adoption is subsequently negotiated between the bargaining teams for the City and Local 1600, AFSCME, it would be subject to ratification by the membership of Local 1600, AFSCME, prior to implementation.

DATED: Nov. 3, 1997


FOR THE CITY


FOR THE UNION

LETTER OF UNDERSTANDING
LABORATORY SERVICE

1. The parties hereby agree that laboratory services provided by Universal Standard Managed Care, Inc. shall substitute for existing outside laboratory services (outpatient diagnostic medical laboratory test) covered by Blue Cross/Blue Shield PPO and Traditional plans.
2. The City's use of Universal Standard Managed Care, Inc. for laboratory services for Blue Cross/Blue Shield PPO and Traditional plan recipients shall not result in laboratory services coverage that is less than that which is currently provided by Blue Cross/Blue Shields PPO and Traditional plans.
3. The City may provide laboratory services other than those offered through Universal Standard Managed Care, Inc. for Blue Cross/Blue Shield PPO and Traditional plans, provided that such coverage is equivalent to that provided by Blue Cross/Blue Shield and that any change in carriers must be by mutual agreement between the City and the Union.
4. This agreement shall expire June 30, 2000

DATED: Nov. 3, 1997


FOR THE UNION


FOR THE CITY

LETTER OF UNDERSTANDING
MANDATORY VISITS TO CITY OF FLINT HEALTH CLINIC

If an employee, who has been injured while on duty, is required to visit the City of Flint Employee Health Clinic and due to the hours of operation of the City Clinic, such visit cannot occur during the employee's regular work shift, the employee shall be compensated at one hour of straight time pay. Such time shall not be counted for overtime or for establishing minimum time worked for entitlement of future overtime.

 /s/ Ed Brown
FOR LOCAL 1600

 /s/Jesse M. Thompson
FOR THE CITY OF FLINT

DATED: 6-6-90

DATED: 6-6-90

LETTER OF UNDERSTANDING
REGARDING COURT TIME FOR RETIREES

It is hereby agreed by and between the City of Flint and Local 1600, AFSCME, as followed:

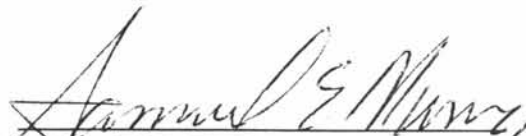
(a) This letter of agreement shall be effective 9/27/94 and shall apply to employees who retire form employment with the City of Flint and who were members of the bargaining unit represented by Local 1600, AFSCME, as of the date of their retirement.

(b) Retirees meeting the qualifications set forth in paragraph (a), above, and who are subpoenaed to appear in any Federal or State Court, as the result of their prior employment with the City, shall be compensated by the City for the time that they are required to spend in court in the same manner as if said retirees had continued to be active employees entitled to the benefits of Article 34, Court Time, of the collective bargaining agreement between the parties, except that such compensation shall be at the straight time rate they would be earning had they continued to be employed by the City, rather than at the overtime rate.

(c) This agreement shall commence upon the date of its' execution and shall remain in full force and effect through the 30th day of June, 2000, when it shall terminate.

DATED: Nov. 3, 1997


FOR THE CITY


FOR THE UNION

DEATH BENEFIT AGREEMENT

WHEREAS, collective bargaining agreements have been entered into by and between the City of Flint and Locals 1600 and 1799, A.F.S.C.M.E., and

WHEREAS, during the course of negotiating said agreement the desirability of providing certain death benefits for retirees became apparent.

NOW, THEREFORE, IT IS HEREBY AGREED on this 18th day of February, 1980, by and between the City of Flint, hereinafter referred to as "City," and Local 1799 and Local 1600, American Federation of State, County and Municipal Employees, hereinafter referred to as the bargaining units that:

1. The City shall provide to retirees, who retire after July 1, 1978 that are members of the bargaining units at the time of retirement, a Two Thousand, Five Hundred (\$2,500.00) Dollars death benefit to be paid in cash to the retiree's designated beneficiary at the time of the retiree's death. If no beneficiary has been designated then the Two Thousand, Five Hundred (\$2,500.00) Dollars shall be paid to the deceased retiree's estate.
2. Said death benefits shall be paid out of a special fund, and no other, that shall be created pursuant to this agreement. Each employee shall contribute to said special fund \$0.01 for Local 1600 and \$0.02 for Local 1799 for each hour worked. Said contribution shall be made by the reduction of each employee's hourly rate. The City shall contribute to said special fund an amount equal to the contribution of each employee. The City's contribution together with the amount realized by the employee's pay rate reduction shall be deposited as soon as practicable after each payroll period. No money shall be refunded or paid out of said special fund except as provided in paragraphs 1 and 5 of the Agreement.
3. The contribution referred to in paragraph 2 of this Agreement shall be commingled into one common fund to be administered and invested by a board of fiduciaries, hereinafter referred to as "trustees." The Board of Trustees shall consist of seven members who shall serve without compensation. Two members shall be appointed by Local 1600, two members shall be appointed by Local 1799 and two members shall be appointed by the Mayor, and the seventh member shall be the retirement and payroll supervisor. The board shall elect one of its members to serve as presiding officer and an alternate. The alternate shall serve in place of the presiding officer in his or her absence.

4. A quorum shall consist of four members provided at least one member present is from Local 1799, 1600 and the City. A quorum must be present before the Board may transact any business. A motion may be approved by a simple majority of those members present except that a unanimous vote shall be required on any motion to amend, modify or terminate this Agreement. In addition to said unanimous vote, any and all amendments modifications, or termination to this Agreement must be preceded by a written agreement signed by the Mayor and the president of the bargaining units authorizing said amendment, modification or termination.
5. The Board may invest the special fund in compliance with applicable laws and regulations. The Board may utilize any information available to the Retirement Board of Trustees with respect to investments. Such information shall be obtained through the Director of Finance.
6. The Board shall meet at a time and location be designated by the presiding officer or at the call of three or more trustees.
7. The Board shall be bonded as deemed necessary by the Director of Finance.
8. This Agreement shall remain in full force and effect until amended, modified or terminated through the contract negotiation between the parties.
9. This document constitutes the entire agreement between the parties hereto and any representations not contained herein shall be of no force or effect insofar as this Agreement is concerned.

DATED:

WITNESSED:

 /s/ Kevin P. Russell
LOCAL 1600 AFSCME

 /s/ Donald L. Phillips
LOCAL 1799 AFSCME

CITY OF FLINT, A Municipal Corporation
 /s/ John M. Corbliss
DIRECTOR OF FINANCE

 /s/ Carol J. Mitchell
DIRECTOR OF LABOR RELATIONS

LETTER OF UNDERSTANDING
LOCAL 1600 FULL-TIME UNION REPRESENTATIVE

1. The Local President and the Chairperson of the Grievance Committee shall function as full-time Union Representatives. Their only duties will be Union business as it pertains to members of the Local 1600 Bargaining Unit.
2. The full-time Union Representatives shall be considered as regular City Employees during their normal work shift which shall be from 8:00 A.M. to 5:00 P.M., Monday through Friday. The Grievance Chairperson shall be compensated at his/her regular pay level or at the Local 1600 Level 22 pay level, whichever is highest, consistent with his/her seniority, for a normal work week. The President shall be compensated as though he/she were working a normal work week at the Local 1600 Level 27 pay level consistent with his/her seniority. These full-time Union Representatives will continue to receive all other benefits from their prior City positions including fringe benefits, insurance coverages, and car and mileage allowances, etc.
3. During the term of this Agreement, the full-time Union Representatives shall function as Chief Stewards except as provided herein.
 - A. Chief Stewards shall be afforded a maximum of three (3) hours per week for Union business; the three (3) hours shall be consecutive and shall be the last three (3) hours immediately prior to the end of his/her regular work shift.
 - B. The Chief Steward shall have the option of returning for scheduled overtime following completion of his/her regular shift (Union time); and in the event he/she equalization purposes, as though he/she had worked. Such employee shall be required to return for emergency overtime, and failure to return for emergency overtime shall be grounds for discipline. In the event a dispute arises as to "emergency overtime", it shall be settled by the Director of Labor Relations subject to appeal through the grievance procedure.
 - C. The day of each Chief Steward's Union time shall be agreed to between the Chief Steward and his/her supervisor in the week preceding the week such time is to be used. If the Chief Steward and the supervisor are unable to agree on a day, said day will be designated by the Director of Labor Relations.

- D. The supervisor shall maintain the right to change said day, in the event an emergency arises that requires the Chief Steward to remain on his/her job.
 - E. Time spent by a Chief Steward as the Union Representative at Appeal Review, Arbitration or Veteran's preference Hearings shall be paid as time worked; but during the calendar week and of the above occurs, the Chief Stewards shall forfeit the three (3) hours authorized by Paragraph A hereof.
 - F. Said three (3) hours are not cumulative from week to week and in the event the Chief Steward is on annual or sick leave on his/her scheduled day, said three (3) hours may be rescheduled in that calendar week only.
4. The City agrees to provide office space, provided such space is readily available without cost to the City, but assumes no further liability. The cost of telephones, equipment, etc., will be borne by the Union.
 5. The full-time Union Representatives will not become involved in political activity during their normal work shift, nor will there be political materials in the office space provided by the City. Organizational activity not directly related to members of the Local 1600 Bargaining Unit is prohibited during normal work shift.
 6. The full-time Union Representatives will report all absences, as well as the reasons for such absences, to the Director of Labor Relations.
 7. The full-time Union Representatives shall accrue annual leave and sick days while functioning as full-time Union Representatives, and all leave time will be charged in their absence.
 8. Seniority for all purposes, retirement, and fringe benefits will continue as though they had worked for the City during this period. At the conclusion of the assignment as full-time Union Representatives, the President and Chairperson of the Grievance Committee shall return to the classification from where they came, consistent with their seniority.
 9. An employee serving as full-time Union Representative may elect to be compensated for all available accumulated hours of annual leave at the time he/she became a full-time Union Representative; and in the case of those employees already in said positions, such request must be made within 30 calendar days of the date this Agreement is signed.

10. Status as a full-time Union Representative shall not prohibit an employee from competing on promotional examinations; provided, however, if they are promoted, they must relinquish their full-time Union Representative position at the time of promotion and serve a full probationary period.
11. Such full-time Union Representatives shall constitute two (2) of the members of the Union negotiating team paid by the City, and at least one (1) of the members of the Appeal Review Committee.
12. The Union shall indemnify and hold the City harmless against any acts or omissions of the full-time Representatives.
13. It is expressly understood that the full-time Union Representatives shall call and obtain authorization from employees' supervisors prior to entering a work area, and employees shall obtain proper release before going to see the full-time Union Representatives.

This Agreement, entered into this 19th day of December, 1990, will become effective on said date, and remain in effect until June 30, 2000. The Parties agree to meet at that time to ascertain the effectiveness of this arrangement and/or for negotiations.

DATED: Nov. 3, 1997


FOR THE UNION


FOR THE CITY

LETTER OF UNDERSTANDING
APPRENTICESHIP STANDARDS STEERING COMMITTEE

Section 1. Purpose of Committee

When and if it is determined by the City of Flint that it has a need to reinvigorate the currently dormant Apprenticeship Program, the City of Flint and Local 1600, AFSCME, will establish an Apprentice Standards Steering Committee for the purpose of revising and/or updating the Apprenticeship Standards developed in cooperation with Local 1600, AFSCME, Council 25, AFSCME, Charles Stewart Mott Community College and the City of Flint and agreed to on or around November 27, 1990.

Section 2. Make-up of Committee

The Committee shall be made up of three (3) Employees designated by the President of Local 1600, AFSCME, and three (3) individuals designated by the Personnel and Labor Relations Director. Time spent by committee members shall not lose pay for time spent in committee meetings during the Employees' regular working hours.

Section 3. Formulation of Recommendations

The Committee shall formulate and present recommendations to the bargaining team for the City and the bargaining team for Local 1600, AFSCME, within six (6) months following the first meeting date of the committee.

Section 4. Bargaining

Upon receipt of the Committee's recommendations, the City and Local 1600, AFSCME, shall resume bargaining on the recommendations.

Section 5. Implementation

It is agreed and understood that the Apprenticeship Standards negotiated between the bargaining teams for the City and Local 1600, AFSCME, is subject to ratification by the membership of Local 1600, AFSCME, prior to implementation.

DATED: NOV. 3, 1997


FOR THE CITY


FOR THE UNION



CITY OF FLINT COMPENSATION SCHEDULE

PERSONNEL OFFICE

(06-18-95 rates plus 3.0%)
 LOCAL 1600 (Employees hired prior to 04-01-94)

07-01-97

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over		
1	A	21832.38	22337.63	23892.63	24432.52	25115.42	25332.28	25551.48	25860.63	26377.84		
	B	839.76	859.20	918.96	939.76	966.00	974.32	982.80	994.64	1014.56		
	H	10.497	10.740	11.487	11.747	12.075	12.179	12.285	12.433	12.682		
2	A	22849.82	23214.34	24725.52	25260.77	25749.88	25996.75	26252.84	26566.60	27097.94		
	B	878.88	892.88	951.04	971.60	990.40	999.92	1009.76	1021.84	1042.24		
	H	10.986	11.161	11.888	12.145	12.380	12.499	12.622	12.773	13.028		
3	A	23048.24	23421.98	24974.69	25512.26	26042.89	26301.29	26557.38	26889.60	27427.41		
	B	886.48	900.88	960.56	981.28	1001.68	1011.60	1021.44	1034.24	1054.96		
	H	11.081	11.261	12.007	12.266	12.521	12.645	12.768	12.928	13.187		
4	A	23248.94	23638.85	25223.87	25789.11	26356.66	26589.68	26871.14	27208.00	27752.16		
	B	894.24	909.20	970.16	991.92	1013.76	1022.72	1033.52	1046.48	1067.44		
	H	11.178	11.365	12.127	12.399	12.672	12.784	12.919	13.081	13.343		
5	A	23447.37	23844.20	25473.03	26065.96	26651.96	26887.31	27182.61	27537.90	28088.67		
	B	901.84	917.12	979.76	1002.56	1025.12	1034.16	1045.52	1059.20	1080.40		
	H	11.273	11.464	12.247	12.532	12.814	12.927	13.069	13.240	13.505		
6	A	23738.06	24148.73	25821.40	26430.48	27032.65	27307.20	27602.51	27990.11	28549.91		
	B	913.04	928.80	993.20	1016.56	1039.76	1050.32	1061.68	1076.56	1098.08		
	H	11.413	11.610	12.415	12.707	12.997	13.129	13.271	13.457	13.726		
7	A	24028.77	24450.97	26169.79	26801.94	27434.09	27727.10	28027.03	28442.31	29011.16		
	B	924.24	940.48	1006.56	1030.88	1055.20	1066.48	1078.00	1094.00	1115.84		
	H	11.553	11.756	12.582	12.886	13.190	13.331	13.475	13.675	13.948		

CITY OF FLINT COMPENSATION SCHEDULE

PERSONNEL OFFICE

(06-18-95 rates plus 3.0%)

07-01-97

LOCAL 1600 (Employees hired prior to 04-01-94)

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
		1st 6 Months	2nd 6 Months	1st 6 Months	2nd 6 Months							
JANITOR	A	24487.89	24910.09	26691.19	27323.35	27950.88	28248.51	28543.81	28963.72	29542.99		
	B	941.84	958.08	1026.64	1050.96	1075.04	1086.48	1097.84	1114.00	1136.32		
	H	11.773	11.976	12.833	13.137	13.438	13.581	13.723	13.925	14.204		
8	A	24342.54	24773.97	26555.07	27224.14	27886.28	28190.82	28495.37	28926.81	29505.34		
	B	936.32	952.88	1021.36	1047.12	1072.56	1084.32	1096.00	1112.64	1134.88		
	H	11.704	11.911	12.767	13.089	13.407	13.554	13.700	13.908	14.186		
9	A	24665.53	25110.81	26951.90	27644.04	28338.48	28647.64	28968.33	29413.61	30001.88		
	B	948.72	965.84	1036.64	1063.28	1090.00	1101.84	1114.16	1131.36	1153.92		
	H	11.859	12.073	12.958	13.291	13.625	13.773	13.927	14.142	14.424		
10	A	24970.08	25433.81	27323.35	28045.47	28762.99	29085.98	29422.85	29881.95	30479.58		
	B	960.40	978.24	1050.96	1078.72	1106.32	1118.72	1131.68	1149.36	1172.32		
	H	12.005	12.228	13.137	13.484	13.829	13.984	14.146	14.367	14.654		
11	A	25286.15	25754.50	27697.10	28444.61	29199.04	29533.57	29891.18	30352.60	30959.66		
	B	972.56	990.56	1065.28	1094.08	1123.04	1135.92	1149.68	1167.44	1190.80		
	H	12.157	12.382	13.316	13.676	14.038	14.199	14.371	14.593	14.885		
12	A	25599.92	26079.81	28082.39	28857.59	29642.02	29983.46	30352.60	30830.19	31446.80		
	B	984.64	1003.12	1080.16	1109.92	1140.08	1153.28	1167.44	1185.84	1209.52		
	H	12.308	12.539	13.502	13.874	14.251	14.416	14.593	14.823	15.119		
13	A	25920.62	26414.34	28467.69	29277.49	30084.98	30431.05	30816.34	31321.60	31948.03		
	B	996.96	1016.00	1094.96	1126.08	1157.12	1170.48	1185.28	1204.72	1228.80		
	H	12.462	12.700	13.687	14.076	14.464	14.631	14.816	15.059	15.360		

CITY OF FLINT COMPENSATION SCHEDULE

PERSONNEL OFFICE

(06-18-95 rates plus 3.0%)

07-01-97

LOCAL 1600 (Employees hired prior to 04-01-94)

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		11th thru 15th Year		16th thru 20th Year		21st thru 24th Year		25th Year and Over	
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over									
14	A	26241.30	26744.25	28855.27	29683.54	30523.34	30878.64	31277.76	31810.72	32446.94									
	B	1009.28	1028.64	1109.84	1141.68	1174.00	1187.68	1203.04	1223.52	1248.00									
	H	12.616	12.858	13.873	14.271	14.675	14.846	15.038	15.294	15.600									
15	A	26555.07	27074.18	29238.27	30105.75	30973.22	31353.91	31755.34	32320.60	32966.99									
	B	1021.36	1041.36	1124.56	1157.92	1191.28	1205.92	1221.36	1243.12	1268.00									
	H	12.767	13.017	14.057	14.474	14.891	15.074	15.267	15.539	15.850									
16	A	26878.07	27411.02	29630.48	30527.95	31420.81	31831.47	32249.07	32837.39	33494.15									
	B	1033.84	1054.32	1139.68	1174.16	1208.56	1224.32	1240.40	1263.04	1288.24									
	H	12.923	13.179	14.246	14.677	15.107	15.304	15.505	15.788	16.103									
17	A	27231.07	27782.46	30064.22	31003.23	31930.68	32357.50	32777.39	33384.17	34051.86									
	B	1047.36	1068.56	1156.32	1192.48	1228.16	1244.56	1260.72	1284.00	1309.68									
	H	13.092	13.357	14.454	14.906	15.352	15.557	15.759	16.050	16.371									
18	A	27584.05	28151.61	30509.50	31469.26	32435.95	32876.60	33326.50	33933.29	34611.96									
	B	1060.96	1082.80	1173.44	1210.40	1247.60	1264.48	1281.84	1305.12	1331.28									
	H	13.262	13.535	14.668	15.130	15.595	15.806	16.023	16.314	16.641									
18A	A	28038.57	28603.80	30987.07	31946.83	32915.82	33354.18	33804.07	34415.46	35103.77									
	B	1078.40	1100.16	1191.84	1228.72	1266.00	1282.88	1300.16	1323.68	1350.16									
	H	13.480	13.752	14.898	15.359	15.825	16.036	16.252	16.546	16.877									
19	A	28698.40	29286.72	31796.86	32802.78	33808.69	34249.35	34722.31	35352.16	36059.21									
	B	1103.84	1126.48	1222.96	1261.68	1300.40	1317.28	1335.52	1359.76	1386.96									
	H	13.798	14.081	15.287	15.771	16.255	16.466	16.694	16.997	17.337									

OCCUPATIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
20	A	29155.20	29759.68	32341.36	33386.48	34431.62	34869.98	35382.15	36030.46	36751.06
	B	1121.36	1144.64	1243.92	1284.16	1324.32	1341.20	1360.88	1385.84	1413.52
	H	14.017	14.308	15.549	16.052	16.554	16.765	17.011	17.323	17.669
21	A	29658.16	30281.08	32952.75	34039.41	35126.06	35605.95	36118.12	36727.20	37461.76
	B	1140.72	1164.72	1267.44	1309.28	1351.04	1369.52	1389.20	1412.64	1440.88
	H	14.259	14.559	15.843	16.366	16.888	17.119	17.365	17.658	18.011
22	A	30163.44	30802.50	33550.29	34687.71	35818.20	36348.84	36870.25	37442.43	38191.27
	B	1160.16	1184.72	1290.40	1334.16	1377.68	1398.08	1418.08	1440.16	1468.96
	H	14.502	14.809	16.130	16.677	17.221	17.476	17.726	18.002	18.362
22A	A	30987.07	31669.98	34593.12	35838.96	37080.20	37645.45	38213.01	38766.72	39542.05
	B	1191.84	1218.08	1330.56	1378.48	1426.16	1447.92	1469.76	1491.04	1520.88
	H	14.898	15.226	16.632	17.231	17.827	18.099	18.372	18.638	19.011
22B	A	32039.12	32798.17	35931.25	37329.36	38713.64	39329.64	39941.04	40487.84	41297.59
	B	1232.32	1261.52	1382.00	1435.76	1489.04	1512.72	1536.24	1557.28	1588.40
	H	15.404	15.769	17.275	17.947	18.613	18.909	19.203	19.466	19.855
23	A	33160.39	33986.33	37345.52	38891.30	40439.39	41103.83	41770.60	42303.54	43149.61
	B	1275.44	1307.20	1436.40	1495.84	1555.36	1580.96	1606.56	1627.12	1659.60
	H	15.943	16.340	17.955	18.698	19.442	19.762	20.082	20.339	20.745
24	A	33843.30	34690.01	38169.17	39781.85	41382.99	42065.91	42771.89	43235.62	44100.34
	B	1301.68	1334.24	1468.08	1530.08	1591.68	1617.92	1645.12	1662.96	1696.16
	H	16.271	16.678	18.351	19.126	19.896	20.224	20.564	20.787	21.202

CITY OF FLINT COMPENSATION SCHEDULE

(06-18-95 rates plus 3.0%)

LOCAL 1600 (Employees hired prior to 04-01-94)

PERSONNEL OFFICE

07-01-97

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		11th thru 15th Year		16th thru 20th Year		21st thru 24th Year		25th Year and Over	
25	A	34526.21	35400.62	38997.43	40665.48	42338.15	43025.68	43752.42	44179.24	45062.82									
	B	1328.00	1361.60	1499.92	1564.08	1628.40	1654.88	1682.80	1699.20	1733.20									
	H	16.600	17.020	18.749	19.551	20.355	20.686	21.035	21.240	21.665									
26	A	35255.26	36164.27	39890.29	41632.17	43371.76	44080.03	44820.63	45199.00	46102.96									
	B	1356.00	1390.96	1534.24	1601.28	1668.16	1695.44	1723.92	1738.48	1773.20									
	H	16.950	17.387	19.178	20.016	20.852	21.193	21.549	21.731	22.165									
27	A	35984.31	36930.23	40780.83	42587.32	44398.43	45136.70	45921.13	46234.90	47159.59									
	B	1384.08	1420.40	1568.56	1638.00	1707.68	1736.08	1766.24	1778.32	1813.84									
	H	17.301	17.755	19.607	20.475	21.346	21.701	22.078	22.229	22.673									

CITY OF FLINT COMPENSATION SCHEDULE
 (06-18-95 rates plus 3.0%)
 LOCAL 1600 (Employees hired prior to 04-01-94)

SCHEDULE B - PART-TIME
 PERSONNEL OFFICE
 07-01-97

OCCUPATIONAL LEVEL	BASE	Step 1			Step 2			Step 3		
		(Beginning Rate)	(After 2080 Hours)	(After 6240 Hours)	(Beginning Rate)	(After 2080 Hours)	(After 6240 Hours)	(Beginning Rate)	(After 2080 Hours)	(After 6240 Hours)
1A	H	10.497	10.916	11.751	15A	H	12.767	13.109	14.582	
2A	H	10.986	11.213	12.209	16A	H	12.923	13.280	14.789	
3A	H	11.082	11.323	12.346	17A	H	13.093	13.464	15.021	
4A	H	11.178	11.427	12.476	18A	H	13.263	13.647	15.259	
5A	H	11.274	11.531	12.605	19A	H	13.798	14.189	15.896	
6A	H	11.414	11.682	12.789	20A	H	14.018	14.408	16.172	
7A	H	11.553	11.828	12.970	21A	H	14.260	14.668	16.494	
JANITOR	H	11.774	12.049	13.218	22A	H	14.503	14.933	16.817	
8A	H	11.704	11.992	13.170	LEVEL A	H	14.898	15.366	17.389	
9A	H	11.859	12.150	13.374	LEVEL B	H	15.404	15.924	18.119	
10A	H	12.006	12.308	13.57	23A	H	15.944	16.516	18.895	
11A	H	12.157	12.469	13.768	24A	H	16.271	16.858	19.328	
12A	H	12.309	12.626	13.973	25A	H	16.600	17.199	19.756	
13A	H	12.462	12.789	14.171	26A	H	16.950	17.580	20.230	
14A	H	12.617	12.943	14.375						

CITY OF FLINT COMPENSATION SCHEDULE
 (06-18-95 rates plus 3.0%) SCHEDULE C - INTERIM & TEMPORARY
 LOCAL 1600 (Employees hired prior to 04-01-94)

PERSONNEL OFFICE
 07-01-97

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd Year	OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd Year
		1st 6 Months	2nd 6 Months				1st 6 Months	2nd 6 Months	
1	H	7.348	7.518	8.041	15	H	8.937	9.112	9.840
2	H	7.691	7.813	8.322	16	H	9.047	9.226	9.973
3	H	7.757	7.883	8.405	17	H	9.165	9.350	10.118
4	H	7.825	7.956	8.489	18	H	9.284	9.475	10.268
5	H	7.891	8.025	8.573	18A	H	9.436	9.627	10.429
6	H	7.990	8.127	8.691	19	H	9.659	9.857	10.701
7	H	8.088	8.230	8.808	20	H	9.812	10.016	10.885
JANITOR	H	8.242	8.384	8.984	21	H	9.982	10.192	11.091
8	H	8.193	8.338	8.937	22	H	10.152	10.367	11.291
9	H	8.302	8.452	9.071	22A	H	10.429	10.659	11.643
10	H	8.404	8.560	9.196	22B	H	10.783	11.039	12.093
11	H	8.510	8.668	9.322	23	H	11.160	11.438	12.569
12	H	8.616	8.778	9.452	24	H	11.390	11.675	12.846
13	H	8.724	8.890	9.581	25	H	11.620	11.914	13.125
14	H	8.832	9.001	9.711					

CITY OF FLINT COMPENSATION SCHEDULE

(06-18-95 Rates + 3.0%)

PERSONNEL OFFICE
07-01-97

LOCAL 1600 (Employees hired on or after 04-01-94)

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd Year		3rd Year		4th Year		5th Year	
		1st 6 Months	2nd 6 Months	Year	Year	Year	Year	Year	Year		
1	A	18557.52	19657.12	21742.30	22966.56	24361.96	25115.42				
	B	713.76	756.08	836.24	883.36	937.04	966.00				
	H	8.922	9.451	10.453	11.042	11.713	12.075				
2	A	19422.35	20428.63	22500.22	23745.13	24977.38	25749.88				
	B	747.04	785.76	865.44	913.28	960.72	990.40				
	H	9.338	9.822	10.818	11.416	12.009	12.380				
3	A	19591.00	20611.34	22726.96	23981.52	25261.60	26042.89				
	B	753.52	792.80	874.16	922.40	971.60	1001.68				
	H	9.419	9.910	10.927	11.530	12.145	12.521				
4	A	19761.61	20802.19	22953.71	24241.76	25565.96	26356.66				
	B	760.08	800.08	882.88	932.40	983.36	1013.76				
	H	9.501	10.001	11.036	11.655	12.292	12.672				
5	A	19930.26	20982.88	23180.45	24502.00	25852.40	26651.96				
	B	766.56	807.04	891.60	942.40	994.32	1025.12				
	H	9.582	10.088	11.145	11.780	12.429	12.814				
6	A	20177.36	21250.88	23497.48	24844.66	26221.67	27032.65				
	B	776.08	817.36	903.76	955.60	1008.56	1039.76				
	H	9.701	10.217	11.297	11.945	12.607	12.997				
7	A	20424.45	21516.86	23814.50	25193.81	26611.07	27434.09				
	B	785.60	827.60	916.00	969.04	1023.52	1055.20				
	H	9.820	10.345	11.450	12.113	12.794	13.190				

CITY OF FLINT COMPENSATION SCHEDULE

(06-18-95 Rates + 3.0%)

LOCAL 1600 (Employees hired on or after 04-01-94)

PERSONNEL OFFICE

07-01-97

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		5th Year	
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	5th Year						
JANITOR	A	20814.70	21920.87	24288.99	25683.95	27112.36	27950.88						
	B	800.56	843.12	934.24	987.84	1042.80	1075.04						
	H	10.007	10.539	11.678	12.348	13.035	13.438						
8	A	20691.14	21801.10	24165.12	25590.68	27049.70	27886.28						
	B	795.84	838.56	929.44	984.32	1040.40	1072.56						
	H	9.948	10.482	11.618	12.304	13.005	13.407						
9	A	20965.70	22097.52	24526.23	25985.39	27488.33	28338.48						
	B	806.40	849.92	943.36	999.44	1057.28	1090.00						
	H	10.080	10.624	11.792	12.493	13.216	13.625						
10	A	21224.56	22381.76	24864.24	26362.75	27900.10	28762.99						
	B	816.40	860.88	956.32	1014.00	1073.12	1106.32						
	H	10.205	10.761	11.954	12.675	13.414	13.829						
11	A	21493.23	22663.97	25204.37	26737.93	28323.07	29199.04						
	B	826.72	871.76	969.44	1028.40	1089.36	1123.04						
	H	10.334	10.897	12.118	12.855	13.617	14.038						
12	A	21759.92	22950.22	25554.98	27126.14	28752.75	29642.02						
	B	836.96	882.72	982.88	1043.36	1105.92	1140.08						
	H	10.462	11.034	12.286	13.042	13.824	14.251						
13	A	22032.52	23244.62	25905.59	27520.84	29182.43	30084.98						
	B	847.44	894.08	996.40	1058.56	1122.40	1157.12						
	H	10.593	11.176	12.455	13.232	14.030	14.464						

(06-18-95 Rates + 3.0%)
 LOCAL 1600 (Employees hired on or after 04-01-94)

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		5th Year	
14	A	22305.10	23534.93	26258.31	27902.52	29607.63	30523.34						
	B	857.92	905.20	1010.00	1073.20	1138.80	1174.00						
	H	10.724	11.315	12.625	13.415	14.235	14.675						
15	A	22571.81	23825.28	26606.83	28299.40	30044.04	30973.22						
	B	868.16	916.40	1023.36	1088.48	1155.60	1191.28						
	H	10.852	11.455	12.792	13.606	14.445	14.891						
16	A	22846.36	24121.70	26963.73	28696.26	30478.19	31420.81						
	B	878.72	927.76	1037.12	1103.76	1172.24	1208.56						
	H	10.984	11.597	12.964	13.797	14.653	15.107						
17	A	23146.41	24448.57	27358.43	29143.03	30972.76	31930.68						
	B	890.24	940.40	1052.24	1120.88	1191.28	1228.16						
	H	11.128	11.755	13.153	14.011	14.891	15.352						
18	A	23446.45	24773.41	27763.64	29581.11	31462.87	32435.95						
	B	901.84	952.88	1067.84	1137.76	1210.16	1247.60						
	H	11.273	11.911	13.348	14.222	15.127	15.595						
18A	A	23832.78	25171.36	28198.23	30030.02	31928.35	32915.82						
	B	916.64	968.16	1084.56	1155.04	1228.08	1266.00						
	H	11.458	12.102	13.557	14.438	15.351	15.825						
19	A	24393.64	25772.31	28935.15	30834.62	32794.44	33808.69						
	B	938.24	991.28	1112.96	1186.00	1261.36	1300.40						
	H	11.728	12.391	13.912	14.825	15.767	16.255						

CITY OF FLINT COMPENSATION SCHEDULE
 (06-18-95 Rates + 3.0%)
 LOCAL 1600 (Employees hired on or after 04-01-94)

PERSONNEL OFFICE
 07-01-97

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd Year		3rd Year		4th Year		5th Year	
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	5th Year				
20	A	24781.92	26188.51	29430.64	31383.30	33398.68	34431.62				
	B	953.20	1007.28	1132.00	1207.12	1284.56	1324.32				
	H	11.915	12.591	14.150	15.089	16.057	16.554				
21	A	25209.45	26647.36	29987.01	31997.05	34072.29	35126.06				
	B	969.60	1024.96	1153.36	1230.72	1310.48	1351.04				
	H	12.120	12.812	14.417	15.384	16.381	16.888				
22	A	25638.92	27106.20	30530.76	32606.44	34743.65	35818.20				
	B	986.16	1042.56	1174.32	1254.16	1336.32	1377.68				
	H	12.327	13.032	14.679	15.677	16.704	17.221				
22A	A	26339.01	27869.58	31479.74	33688.62	35967.8	37080.2				
	B	1013.04	1071.92	1210.80	1295.76	1383.44	1426.16				
	H	12.663	13.399	15.135	16.197	17.293	17.827				
22B	A	27233.25	28862.39	32697.44	35089.61	37552.23	38713.64				
	B	1047.44	1110.16	1257.60	1349.60	1444.32	1489.04				
	H	13.093	13.877	15.720	16.870	18.054	18.613				
23	A	28186.33	29907.98	33984.43	36557.81	39226.21	40439.39				
	B	1084.16	1150.32	1307.12	1406.08	1508.72	1555.36				
	H	13.552	14.379	16.339	17.576	18.859	19.442				
24	A	28766.80	30527.21	34733.94	37394.95	40141.50	41382.99				
	B	1106.48	1174.16	1335.92	1438.32	1543.92	1591.68				
	H	13.831	14.677	16.699	17.979	19.299	19.896				

CITY OF FLINT COMPENSATION SCHEDULE

PERSONNEL OFFICE

(06-18-95 Rates + 3.0%)

07-01-97

LOCAL 1600 (Employees hired on or after 04-01-94)

OCCUPA-

TIONAL LEVEL	BASE	1st 6		2nd 6		2nd		3rd		4th		5th	
		Months	Months	Year	Year	Year	Year	Year	Year				
25	A	29347.28	31152.54	35487.66	38225.56	41068.00	42338.15						
	B	1128.80	1198.24	1364.96	1470.24	1579.60	1628.40						
	H	14.110	14.978	17.062	18.378	19.745	20.355						
26	A	29966.97	31824.56	36300.16	39134.23	42070.61	43371.76						
	B	1152.64	1224.08	1396.16	1505.20	1618.16	1668.16						
	H	14.408	15.301	17.452	18.815	20.227	20.852						
27	A	30586.66	32498.60	37110.56	40032.07	43066.46	44398.43						
	B	1176.48	1250.00	1427.36	1539.76	1656.40	1707.68						
	H	14.706	15.625	17.842	19.247	20.705	21.346						

CITY OF FLINT COMPENSATION SCHEDULE
 (06-18-95 Rates + 3.0%)
 LOCAL 1600 (Employees hired on or after 04-01-94)

SCHEDULE B - PART-TIME

PERSONNEL OFFICE
 07-01-97

OCCUPATIONAL LEVEL	BASE	Step 1			OCCUPATIONAL LEVEL	BASE	Step 1		
		(Beginning Rate)	(After 2080 Hours)	(After 6240 Hours)			(Beginning Rate)	(After 2080 Hours)	(After 6240 Hours)
1A	H	8.922	9.934	11.397	15A	H	10.852	11.930	14.144
2A	H	9.338	10.205	11.844	16A	H	10.984	12.086	14.345
3A	H	9.420	10.302	11.975	17A	H	11.129	12.251	14.571
4A	H	9.501	10.400	12.101	18A	H	11.273	12.417	14.800
5A	H	9.582	10.494	12.227	19A	H	11.729	12.912	15.418
6A	H	9.702	10.631	12.405	20A	H	11.915	13.111	15.688
7A	H	9.820	10.763	12.580	21A	H	12.120	13.347	15.999
JANITOR	H	10.008	10.965	12.823	22A	H	12.327	13.589	16.313
8A	H	9.948	10.913	12.775	LEVEL A	H	12.664	13.983	16.868
9A	H	10.080	11.057	12.973	LEVEL B	H	13.094	14.493	17.576
10A	H	10.205	11.201	13.162	23A	H	13.552	15.030	18.327
11A	H	10.334	11.346	13.356	24A	H	13.831	15.341	18.748
12A	H	10.462	11.490	13.555	25A	H	14.110	15.651	19.163
13A	H	10.593	11.637	13.746	26A	H	14.408	15.997	19.623
14A	H	10.725	11.779	13.946					

	OCCUPATIONAL LEVEL	BASE	OCCUPATIONAL LEVEL			BASE	1st 6 Months	2nd 6 Months	2nd Year
			1st 6 Months	2nd 6 Months	2nd Year				
1	H	6.246	6.616	7.317	15	H	7.597	8.019	8.955
2	H	6.537	6.876	7.573	16	H	7.689	8.118	9.075
3	H	6.594	6.937	7.649	17	H	7.790	8.229	9.208
4	H	6.651	7.001	7.726	18	H	7.891	8.338	9.344
5	H	6.708	7.062	7.802	18A	H	8.021	8.472	9.490
6	H	6.791	7.152	7.908	19	H	8.210	8.674	9.739
7	H	6.874	7.242	8.015	20	H	8.341	8.814	9.905
JANITOR	H	7.005	7.378	8.175	21	H	8.484	8.969	10.092
8	H	6.964	7.338	8.133	22	H	8.629	9.123	10.276
9	H	7.056	7.437	8.255	22A	H	8.865	9.380	10.595
10	H	7.144	7.533	8.368	22B	H	9.166	9.714	11.004
11	H	7.234	7.628	8.483	23	H	9.487	10.066	11.438
12	H	7.324	7.724	8.601	24	H	9.682	10.274	11.690
13	H	7.415	7.824	8.719	25	H	9.877	10.485	11.944
14	H	7.507	7.921	8.838					

CITY OF FLINT COMPENSATION SCHEDULE

(07-01-97 rates plus 2.5%)

LOCAL 1600 (Employees hired prior to 04-01-94)

PERSONNEL OFFICE

07-01-98

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		11th thru 15th Year		16th thru 20th Year		21st thru 24th Year		25th Year and Over		
1	A	22378.19	22896.07	24489.95	25043.33	25743.31	25965.59	26190.27	26507.15	27037.29										
	B	860.72	880.64	941.92	963.20	990.16	998.72	1007.36	1019.52	1039.92										
	H	10.759	11.008	11.774	12.040	12.377	12.484	12.592	12.744	12.999										
2	A	23421.07	23794.70	25343.66	25892.29	26393.63	26646.67	26909.16	27230.76	27775.39										
	B	900.88	915.20	974.80	995.92	1015.20	1024.88	1034.96	1047.36	1068.32										
	H	11.261	11.440	12.185	12.449	12.690	12.811	12.937	13.092	13.354										
3	A	23624.45	24007.53	25599.06	26150.07	26693.96	26958.82	27221.31	27561.84	28113.10										
	B	908.64	923.36	984.64	1005.84	1026.72	1036.88	1047.04	1060.08	1081.28										
	H	11.358	11.542	12.308	12.573	12.834	12.961	13.088	13.251	13.516										
4	A	23830.16	24229.82	25854.47	26433.84	27015.58	27254.42	27542.92	27888.20	28445.96										
	B	916.56	931.92	994.40	1016.72	1039.12	1048.24	1059.36	1072.64	1094.08										
	H	11.457	11.649	12.430	12.709	12.989	13.103	13.242	13.408	13.676										
5	A	24033.55	24440.31	26109.86	26717.61	27318.26	27559.49	27862.18	28226.35	28790.89										
	B	924.40	940.08	1004.24	1027.60	1050.72	1060.00	1071.68	1085.68	1107.36										
	H	11.555	11.751	12.553	12.845	13.134	13.250	13.396	13.571	13.842										
6	A	24331.51	24752.45	26466.94	27091.24	27708.47	27989.88	28292.57	28689.86	29263.66										
	B	935.84	952.08	1018.00	1042.00	1065.76	1076.56	1088.24	1103.52	1125.52										
	H	11.698	11.901	12.725	13.025	13.322	13.457	13.603	13.794	14.069										
7	A	24629.49	25062.24	26824.03	27471.99	28119.94	28420.28	28727.71	29153.37	29736.44										
	B	947.36	964.00	1031.76	1056.64	1081.60	1093.12	1104.96	1121.28	1143.76										
	H	11.842	12.050	12.897	13.208	13.520	13.664	13.812	14.016	14.297										

(07-01-97 rates plus 2.5%)

LOCAL 1600 (Employees hired prior to 04-01-94)

07-01-98

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		11th thru 15th Year		16th thru 20th Year		21st thru 24th Year		25th Year and Over		
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over										
JANITOR	A	25100.09	25532.84	27358.47	28006.43	28649.65	28954.72	29257.41	29687.81	30281.56	30510.09	30822.84	31133.68	31444.92	31756.16	32067.40	32378.64	32689.88	33001.12	33312.36
	B	965.44	982.08	1052.32	1077.20	1101.92	1113.68	1125.28	1141.84	1164.72	1187.60	1200.48	1212.24	1224.00	1235.76	1247.52	1259.28	1271.04	1282.80	1294.56
	H	12.068	12.276	13.154	13.465	13.774	13.921	14.066	14.213	14.358	14.503	14.648	14.793	14.938	15.083	15.228	15.373	15.518	15.663	15.808
8	A	24951.10	25393.32	27218.95	27904.74	28583.44	28895.59	29207.75	29649.98	30242.97	30471.50	30783.64	31095.78	31407.92	31720.06	32032.20	32344.34	32656.48	32968.62	33280.76
	B	959.68	976.72	1046.88	1073.28	1099.36	1111.44	1123.44	1140.40	1163.20	1186.00	1208.80	1231.60	1254.40	1277.20	1300.00	1322.80	1345.60	1368.40	1391.20
	H	11.996	12.209	13.086	13.416	13.742	13.893	14.043	14.193	14.343	14.493	14.643	14.793	14.943	15.093	15.243	15.393	15.543	15.693	15.843
9	A	25282.17	25738.58	27625.70	28335.14	29046.94	29363.83	29692.54	30148.95	30751.93	30980.46	31292.60	31604.74	31916.88	32229.02	32541.16	32853.30	33165.44	33477.58	33789.72
	B	972.40	990.00	1062.56	1089.84	1117.20	1129.44	1142.08	1159.60	1182.80	1206.00	1229.20	1252.40	1275.60	1298.80	1322.00	1345.20	1368.40	1391.60	1414.80
	H	12.155	12.375	13.282	13.623	13.965	14.118	14.276	14.434	14.592	14.750	14.908	15.066	15.224	15.382	15.540	15.698	15.856	16.014	16.172
10	A	25594.33	26069.66	28006.43	28746.61	29482.06	29813.13	30158.42	30629.00	31241.57	31469.10	31781.24	32093.38	32405.52	32717.66	33029.80	33341.94	33654.08	33966.22	34278.36
	B	984.40	1002.72	1077.20	1105.68	1133.92	1146.72	1160.00	1178.08	1201.60	1225.12	1248.64	1272.16	1295.68	1319.20	1342.72	1366.24	1389.76	1413.28	1436.80
	H	12.305	12.534	13.465	13.821	14.174	14.334	14.500	14.672	14.844	15.016	15.188	15.360	15.532	15.704	15.876	16.048	16.220	16.392	16.564
11	A	25918.30	26398.36	28389.53	29155.73	29929.02	30271.91	30638.46	31111.41	31733.65	31961.18	32273.32	32585.46	32897.60	33209.74	33521.88	33834.02	34146.16	34458.30	34770.44
	B	996.88	1015.36	1091.92	1121.44	1151.12	1164.32	1178.40	1196.64	1220.56	1244.48	1268.40	1292.32	1316.24	1340.16	1364.08	1388.00	1411.92	1435.84	1459.76
	H	12.461	12.692	13.649	14.018	14.389	14.554	14.730	14.906	15.082	15.258	15.434	15.610	15.786	15.962	16.138	16.314	16.490	16.666	16.842
12	A	26239.92	26731.81	28784.45	29579.03	30383.07	30733.05	31111.41	31600.94	32232.97	32460.50	32772.64	33084.78	33396.92	33709.06	34021.20	34333.34	34645.48	34957.62	35269.76
	B	1009.28	1028.16	1107.12	1137.68	1168.64	1182.08	1196.64	1215.44	1239.76	1264.08	1288.40	1312.72	1337.04	1361.36	1385.68	1410.00	1434.32	1458.64	1482.96
	H	12.616	12.852	13.839	14.221	14.608	14.776	14.958	15.140	15.322	15.504	15.686	15.868	16.050	16.232	16.414	16.596	16.778	16.960	17.142
13	A	26568.64	27074.70	29179.38	30009.43	30837.10	31191.83	31586.75	32104.64	32746.73	32974.26	33286.40	33598.54	33910.68	34222.82	34534.96	34847.10	35159.24	35471.38	35783.52
	B	1021.92	1041.36	1122.32	1154.24	1186.08	1199.68	1214.88	1234.80	1259.52	1284.24	1308.96	1333.68	1358.40	1383.12	1407.84	1432.56	1457.28	1482.00	1506.72
	H	12.774	13.017	14.029	14.428	14.826	14.996	15.186	15.376	15.566	15.756	15.946	16.136	16.326	16.516	16.706	16.896	17.086	17.276	17.466

CITY OF FLINT COMPENSATION SCHEDULE

(07-01-97 rates plus 2.5%)

LOCAL 1600 (Employees hired prior to 04-01-94)

PERSONNEL OFFICE

07-01-98

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		11th thru 15th Year		16th thru 20th Year		21st thru 24th Year		25th Year and Over		
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over										
14	A	26897.33	27412.86	29576.65	30425.63	31286.42	31650.61	32059.70	32605.99	33258.11										
	B	1034.56	1054.40	1137.60	1170.24	1203.36	1217.36	1233.12	1254.08	1279.20										
	H	12.932	13.180	14.220	14.628	15.042	15.217	15.414	15.676	15.990										
15	A	27218.95	27751.03	29969.23	30858.39	31747.55	32137.76	32549.22	33128.61	33791.16										
	B	1046.88	1067.36	1152.72	1186.88	1221.12	1236.08	1251.92	1274.24	1299.68										
	H	13.086	13.342	14.409	14.836	15.264	15.451	15.649	15.928	16.246										
16	A	27550.02	28096.30	30371.24	31291.15	32206.33	32627.26	33055.30	33658.32	34331.50										
	B	1059.68	1080.64	1168.16	1203.52	1238.72	1254.96	1271.36	1294.56	1320.48										
	H	13.246	13.508	14.602	15.044	15.484	15.687	15.892	16.182	16.506										
17	A	27911.85	28477.02	30815.83	31778.31	32728.95	33166.44	33596.82	34218.77	34903.16										
	B	1073.60	1095.28	1185.28	1222.24	1258.80	1275.68	1292.24	1316.16	1342.48										
	H	13.420	13.691	14.816	15.278	15.735	15.946	16.153	16.452	16.781										
18	A	28273.65	28855.40	31272.24	32255.99	33246.85	33698.51	34159.66	34781.62	35477.26										
	B	1087.52	1109.84	1202.80	1240.64	1278.72	1296.16	1313.84	1337.76	1364.56										
	H	13.594	13.873	15.035	15.508	15.984	16.202	16.423	16.722	17.057										
18A	A	28739.53	29318.89	31761.75	32745.50	33738.72	34188.03	34649.17	35275.85	35981.36										
	B	1105.36	1127.68	1221.60	1259.44	1297.68	1314.96	1332.72	1356.80	1383.92										
	H	13.817	14.096	15.270	15.743	16.221	16.437	16.659	16.960	17.299										
19	A	29415.86	30018.89	32591.78	33622.85	34653.91	35105.58	35590.37	36235.96	36960.69										
	B	1131.44	1154.64	1253.60	1293.20	1332.88	1350.24	1368.88	1393.76	1421.60										
	H	14.143	14.433	15.670	16.165	16.661	16.878	17.111	17.422	17.770										

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		11th thru 15th Year		16th thru 20th Year		21st thru 24th Year		25th Year and Over		
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over										
20	A	29884.08	30503.67	33149.89	34221.14	35292.41	35741.73	36266.70	36931.22	37669.84										
	B	1149.44	1173.28	1275.04	1316.24	1357.44	1374.72	1394.88	1420.48	1448.88										
	H	14.368	14.666	15.938	16.453	16.968	17.184	17.436	17.756	18.111										
21	A	30399.61	31038.11	33776.57	34890.40	36004.21	36496.10	37021.07	37645.38	38398.30										
	B	1169.28	1193.84	1299.12	1342.00	1384.80	1403.76	1423.92	1447.92	1476.88										
	H	14.616	14.923	16.239	16.775	17.310	17.547	17.799	18.099	18.461										
22	A	30917.53	31572.56	34389.05	35554.90	36713.65	37257.56	37792.01	38378.49	39146.05										
	B	1189.20	1214.40	1322.72	1367.52	1412.08	1433.04	1453.60	1476.16	1505.68										
	H	14.865	15.180	16.534	17.094	17.651	17.913	18.170	18.452	18.821										
22A	A	31761.75	32461.73	35457.95	36734.93	38007.20	38586.59	39168.34	39735.89	40530.60										
	B	1221.60	1248.56	1363.76	1412.88	1461.84	1484.16	1506.48	1528.32	1558.88										
	H	15.270	15.607	17.047	17.661	18.273	18.552	18.831	19.104	19.486										
22B	A	32840.10	33618.12	36829.53	38262.59	39681.48	40312.88	40939.57	41500.04	42330.03										
	B	1263.12	1293.04	1416.56	1471.68	1526.24	1550.56	1574.64	1596.16	1628.08										
	H	15.789	16.163	17.707	18.396	19.078	19.382	19.683	19.952	20.351										
23	A	33989.40	34835.99	38279.16	39863.58	41450.37	42131.43	42814.86	43361.13	44228.35										
	B	1307.28	1339.84	1472.32	1533.28	1594.24	1620.48	1646.72	1667.76	1701.12										
	H	16.341	16.748	18.404	19.166	19.928	20.256	20.584	20.847	21.264										
24	A	34689.38	35557.26	39123.40	40776.40	42417.56	43117.56	43841.19	44316.51	45202.85										
	B	1334.24	1367.60	1504.80	1568.32	1631.44	1658.40	1686.24	1704.48	1738.64										
	H	16.678	17.095	18.810	19.604	20.393	20.730	21.078	21.306	21.733										

CITY OF FLINT COMPENSATION SCHEDULE

PERSONNEL OFFICE

(07-01-97 rates plus 2.5%)

07-01-98

LOCAL 1600 (Employees hired prior to 04-01-94)

OCCUPA-

LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
25	A	35389.37	36285.64	39972.37	41682.12	43396.60	44101.32	44846.23	45283.72	46189.39
	B	1361.20	1395.60	1537.44	1603.20	1669.12	1696.24	1724.88	1741.68	1776.56
	H	17.015	17.445	19.218	20.040	20.864	21.203	21.561	21.771	22.207
26	A	36136.64	37068.38	40887.55	42672.97	44456.05	45182.03	45941.15	46328.98	47255.53
	B	1389.92	1425.76	1572.64	1641.28	1709.92	1737.84	1766.96	1781.92	1817.52
	H	17.374	17.822	19.658	20.516	21.374	21.723	22.087	22.274	22.719
27	A	36883.92	37853.49	41800.35	43652.00	45508.39	46265.12	47069.16	47390.77	48338.58
	B	1418.64	1455.92	1607.76	1678.96	1750.32	1779.44	1810.40	1822.72	1859.20
	H	17.733	18.199	20.097	20.987	21.879	22.243	22.630	22.784	23.240

CITY OF FLINT COMPENSATION SCHEDULE
 (07-01-97 rates plus 2.5%)
 LOCAL 1600 (Employees hired prior to 04-01-94)

PERSONNEL OFFICE
 07-01-98

SCHEDULE B - PART-TIME

OCCUPATIONAL LEVEL	BASE	Step 1			OCCUPATIONAL LEVEL	BASE	Step 2			OCCUPATIONAL LEVEL	BASE	Step 3		
		(Beginning Rate)	(After 2080 Hours)	(After 6240 Hours)			(Beginning Rate)	(After 2080 Hours)	(After 6240 Hours)			(Beginning Rate)	(After 2080 Hours)	(After 6240 Hours)
1A	H	10.759	11.189	12.045	15A	H	13.086	13.437	14.947					
2A	H	11.261	11.494	12.515	16A	H	13.246	13.612	15.159					
3A	H	11.358	11.606	12.655	17A	H	13.420	13.801	15.397					
4A	H	11.457	11.713	12.788	18A	H	13.594	13.989	15.641					
5A	H	11.555	11.820	12.921	19A	H	14.143	14.544	16.294					
6A	H	11.698	11.974	13.109	20A	H	14.368	14.769	16.577					
7A	H	11.842	12.124	13.295	21A	H	14.616	15.035	16.907					
JANITOR	H	12.068	12.351	13.549	22A	H	14.865	15.307	17.238					
8A	H	11.996	12.292	13.500	LEVEL A	H	15.270	15.751	17.824					
9A	H	12.155	12.454	13.709	LEVEL B	H	15.789	16.322	18.572					
10A	H	12.305	12.616	13.91	23A	H	16.341	16.929	19.368					
11A	H	12.461	12.781	14.113	24A	H	16.678	17.280	19.812					
12A	H	12.616	12.942	14.323	25A	H	17.015	17.629	20.250					
13A	H	12.774	13.109	14.526	26A	H	17.374	18.020	20.736					
14A	H	12.932	13.267	14.735										

CITY OF FLINT COMPENSATION SCHEDULE
 (07-01-97 rates plus 2.5%)
 LOCAL 1600 (Employees hired prior to 04-01-94)

SCHEDULE C - INTERIM & TEMPORARY

PERSONNEL OFFICE
 07-01-98

	OCCUPATIONAL LEVEL	BASE	OCCUPATIONAL LEVEL			BASE	OCCUPATIONAL LEVEL		
			1st 6 Months	2nd 6 Months	2nd Year		1st 6 Months	2nd 6 Months	2nd Year
1	H	7.532	7.706	8.242	15	H	9.161	9.340	10.087
2	H	7.883	8.008	8.530	16	H	9.273	9.456	10.222
3	H	7.951	8.080	8.616	17	H	9.394	9.584	10.372
4	H	8.020	8.155	8.701	18	H	9.516	9.711	10.525
5	H	8.089	8.226	8.788	18A	H	9.672	9.868	10.689
6	H	8.189	8.331	8.908	19	H	9.901	10.104	10.969
7	H	8.290	8.435	9.028	20	H	10.058	10.267	11.157
JANITOR	H	8.448	8.594	9.208	21	H	10.232	10.447	11.368
8	H	8.398	8.547	9.161	22	H	10.406	10.626	11.574
9	H	8.509	8.663	9.298	22A	H	10.689	10.925	11.933
10	H	8.614	8.774	9.426	22B	H	11.053	11.315	12.395
11	H	8.723	8.885	9.555	23	H	11.439	11.724	12.883
12	H	8.832	8.997	9.688	24	H	11.675	11.967	13.167
13	H	8.942	9.112	9.821	25	H	11.911	12.212	13.453
14	H	9.053	9.226	9.954					

CITY OF FLINT COMPENSATION SCHEDULE

PERSONNEL OFFICE

(07-01-97 Rates + 2.5%)

07-01-98

LOCAL 1600 (Employees hired on or after 04-01-94)

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		5th Year	
		1st 6 Months	2nd 6 Months	1st 6 Months	2nd 6 Months	1st Year	2nd Year	1st Year	2nd Year	1st Year	2nd Year	1st Year	2nd Year
1	A	19021.46	20148.55	22285.86	23540.72	24971.01	25743.31						
	B	731.60	774.96	857.20	905.44	960.48	990.16						
	H	9.145	9.687	10.715	11.318	12.006	12.377						
2	A	19907.91	20939.35	23062.73	24338.76	25601.81	25368.63						
	B	765.76	805.36	887.04	936.16	984.72	975.76						
	H	9.572	10.067	11.088	11.702	12.309	12.197						
3	A	20080.77	21126.62	23295.13	24581.06	25893.14	26693.96						
	B	772.40	812.56	896.00	945.44	995.92	1026.72						
	H	9.655	10.157	11.200	11.818	12.449	12.834						
4	A	20255.65	21322.24	23527.55	24847.80	26205.11	27015.58						
	B	779.12	820.08	904.96	955.68	1007.92	1039.12						
	H	9.739	10.251	11.312	11.946	12.599	12.989						
5	A	20428.52	21507.45	23759.96	25114.55	26498.71	27318.26						
	B	785.76	827.28	913.84	966.00	1019.20	1050.72						
	H	9.822	10.341	11.423	12.075	12.740	13.134						
6	A	20681.79	21782.15	24084.92	25465.78	26877.21	27708.47						
	B	795.52	837.84	926.40	979.52	1033.76	1065.76						
	H	9.944	10.473	11.580	12.244	12.922	13.322						
7	A	20935.06	22054.78	24409.86	25823.66	27276.35	28119.94						
	B	805.20	848.32	938.88	993.28	1049.12	1081.60						
	H	10.065	10.604	11.736	12.416	13.114	13.520						

CITY OF FLINT COMPENSATION SCHEDULE

PERSONNEL OFFICE

(07-01-97 Rates + 2.5%)

07-01-98

LOCAL 1600 (Employees hired on or after 04-01-94)

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		5th Year	
JANITOR	A	21335.07	22468.89	24896.21	26336.30	27790.17	28649.65						
	B	820.64	864.24	957.60	1012.96	1068.88	1101.92						
	H	10.258	10.803	11.970	12.662	13.361	13.774						
8	A	21208.42	22346.13	24769.25	26230.45	27725.94	28583.44						
	B	815.76	859.52	952.72	1008.88	1066.40	1099.36						
	H	10.197	10.744	11.909	12.611	13.330	13.742						
9	A	21489.84	22649.96	25139.39	26635.02	28175.54	29046.94						
	B	826.56	871.20	966.96	1024.48	1083.68	1117.20						
	H	10.332	10.890	12.087	12.806	13.546	13.965						
10	A	21755.17	22941.30	25485.85	27021.82	28597.60	29482.06						
	B	836.80	882.40	980.24	1039.36	1099.92	1133.92						
	H	10.460	11.030	12.253	12.992	13.749	14.174						
11	A	22030.56	23230.57	25834.48	27406.38	29031.15	29929.02						
	B	847.36	893.52	993.68	1054.16	1116.64	1151.12						
	H	10.592	11.169	12.421	13.177	13.958	14.389						
12	A	22303.92	23523.98	26193.85	27804.29	29471.57	30383.07						
	B	857.84	904.80	1007.52	1069.44	1133.52	1168.64						
	H	10.723	11.310	12.594	13.368	14.169	14.608						
13	A	22583.33	23825.74	26553.23	28208.86	29911.99	30837.10						
	B	868.64	916.40	1021.28	1084.96	1150.48	1186.08						
	H	10.858	11.455	12.766	13.562	14.381	14.826						

CITY OF FLINT COMPENSATION SCHEDULE
 (07-01-97 Rates + 2.5%)
 LOCAL 1600 (Employees hired on or after 04-01-94)

PERSONNEL OFFICE
 07-01-98

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd Year		3rd Year		4th Year		5th Year	
		1st 6 Months	2nd 6 Months	Year	Year	Year	Year	Year	Year		
14	A	22862.73	24123.30	26914.77	28600.08	30347.82	31286.42				
	B	879.36	927.84	1035.20	1100.00	1167.28	1203.36				
	H	10.992	11.598	12.940	13.750	14.591	15.042				
15	A	23136.11	24420.91	27272.00	29006.89	30795.14	31747.55				
	B	889.92	939.28	1048.96	1115.68	1184.48	1221.12				
	H	11.124	11.741	13.112	13.946	14.806	15.264				
16	A	23417.52	24724.74	27637.82	29413.67	31240.14	32206.33				
	B	900.72	950.96	1063.04	1131.36	1201.60	1238.72				
	H	11.259	11.887	13.288	14.142	15.020	15.484				
17	A	23725.07	25059.78	28042.39	29871.61	31747.08	32728.95				
	B	912.56	963.84	1078.56	1148.96	1221.04	1258.80				
	H	11.407	12.048	13.482	14.362	15.263	15.735				
18	A	24032.61	25392.75	28457.73	30320.64	32249.44	33246.85				
	B	924.40	976.64	1094.56	1166.24	1240.40	1278.72				
	H	11.555	12.208	13.682	14.578	15.505	15.984				
18A	A	24428.60	25800.64	28903.19	30780.77	32726.56	33738.72				
	B	939.60	992.40	1111.68	1183.92	1258.72	1297.68				
	H	11.745	12.405	13.896	14.799	15.734	16.221				
19	A	25003.48	25391.62	29658.53	31605.49	33614.30	34653.91				
	B	961.68	976.64	1140.72	1215.60	1292.88	1332.88				
	H	12.021	12.208	14.259	15.195	16.161	16.661				

CITY OF FLINT COMPENSATION SCHEDULE

PERSONNEL OFFICE

(07-01-97 Rates + 2.5%)
 LOCAL 1600 (Employees hired on or after 04-01-94)

07-01-98

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		5th Year	
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	5th Year						
20	A	25401.47	26843.22	30166.41	32167.88	34233.65	35292.41						
	B	977.04	1032.48	1160.24	1237.28	1316.72	1357.44						
	H	12.213	12.906	14.503	15.466	16.459	16.968						
21	A	25839.69	27313.54	30736.69	32796.98	34924.10	36004.21						
	B	993.84	1050.56	1182.24	1261.44	1343.28	1384.80						
	H	12.423	13.132	14.778	15.768	16.791	17.310						
22	A	26279.89	27783.86	31294.03	33421.60	35612.24	36713.65						
	B	1010.80	1068.64	1203.68	1285.44	1369.76	1412.08						
	H	12.635	13.358	15.046	16.068	17.122	17.651						
22A	A	26997.49	28566.32	32266.73	34530.84	36867	38007.2						
	B	1038.40	1098.72	1241.04	1328.16	1418.00	1461.84						
	H	12.980	13.734	15.513	16.602	17.725	18.273						
22B	A	27914.08	29583.95	33514.88	35966.85	38491.04	39681.48						
	B	1073.68	1137.84	1289.04	1383.36	1480.48	1526.24						
	H	13.421	14.223	16.113	17.292	18.506	19.078						
23	A	28890.99	30655.68	34834.04	37471.76	40206.87	41450.37						
	B	1111.20	1179.12	1339.84	1441.28	1546.48	1594.24						
	H	13.890	14.739	16.748	18.016	19.331	19.928						
24	A	29485.97	31290.39	35602.29	38329.82	41145.04	42417.56						
	B	1134.08	1203.52	1369.36	1474.24	1582.56	1631.44						
	H	14.176	15.044	17.117	18.428	19.782	20.393						

CITY OF FLINT COMPENSATION SCHEDULE

PERSONNEL OFFICE

(07-01-97 Rates + 2.5%)

07-01-98

LOCAL 1600 (Employees hired on or after 04-01-94)

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LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	5th Year
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25	A	30080.96	31931.35	36374.85	39181.20	42094.70	43396.60
	B	1156.96	1228.16	1399.04	1507.04	1619.04	1669.12
	H	14.462	15.352	17.488	18.838	20.238	20.864

26	A	30716.14	32620.17	37207.66	40112.59	43122.38	44456.05
	B	1181.44	1254.64	1431.12	1542.80	1658.56	1709.92
	H	14.768	15.683	17.889	19.285	20.732	21.374

27	A	31351.33	33311.06	38038.32	41032.87	44143.12	45508.39
	B	1205.84	1281.20	1463.04	1578.24	1697.84	1750.32
	H	15.073	16.015	18.288	19.728	21.223	21.879

CITY OF FLINT COMPENSATION SCHEDULE
 (07-01-97 Rates + 2.5%)
 LOCAL 1600 (Employees hired on or after 04-01-94)

PERSONNEL OFFICE
 SCHEDULE B - PART-TIME
 07-01-98

OCCUPATIONAL LEVEL	BASE	Step 1		Step 2		Step 3		OCCUPATIONAL LEVEL	BASE	Step 1		Step 2		Step 3	
		(Beginning Rate)	(After 2080 Hours)	(Beginning Rate)	(After 2080 Hours)	(Beginning Rate)	(After 2080 Hours)			(Beginning Rate)	(After 2080 Hours)	(Beginning Rate)	(After 2080 Hours)	(Beginning Rate)	(After 2080 Hours)
1A	H	9.145	10.183	11.682	15A	H	11.124	12.229	14.498						
2A	H	9.572	10.461	12.140	16A	H	11.259	12.389	14.704						
3A	H	9.655	10.560	12.275	17A	H	11.407	12.558	14.936						
4A	H	9.739	10.660	12.404	18A	H	11.555	12.728	15.170						
5A	H	9.822	10.757	12.533	19A	H	12.021	13.235	15.804						
6A	H	9.944	10.897	12.716	20A	H	12.213	13.439	16.081						
7A	H	10.065	11.032	12.895	21A	H	12.423	13.681	16.399						
JANITOR	H	10.258	11.240	13.144	22A	H	12.635	13.929	16.721						
8A	H	10.197	11.186	13.095	LEVEL A	H	12.980	14.333	17.290						
9A	H	10.332	11.334	13.298	LEVEL B	H	13.421	14.856	18.016						
10A	H	10.460	11.481	13.491	23A	H	13.890	15.406	18.786						
11A	H	10.592	11.630	13.690	24A	H	14.176	15.725	19.217						
12A	H	10.723	11.778	13.894	25A	H	14.462	16.043	19.642						
13A	H	10.858	11.928	14.090	26A	H	14.768	16.397	20.114						
14A	H	10.992	12.074	14.295											

CITY OF FLINT COMPENSATION SCHEDULE PERSONNEL OFFICE
 (07-01-97 Rates + 2.5%) SCHEDULE C - INTERIM & TEMPORARY 07-01-98

LOCAL 1600 (Employees hired on or after 04-01-94)

OCCUPATIONAL LEVEL	BASE	OCCUPATIONAL LEVEL			BASE	OCCUPATIONAL LEVEL			
		1st 6 Months	2nd 6 Months	2nd Year		1st 6 Months	2nd 6 Months	2nd Year	
1	H	6.402	6.781	7.501	15	H	7.787	8.219	9.179
2	H	6.701	7.047	7.762	16	H	7.882	8.321	9.302
3	H	6.759	7.110	7.840	17	H	7.985	8.434	9.438
4	H	6.818	7.176	7.919	18	H	8.089	8.546	9.578
5	H	6.876	7.239	7.996	18A	H	8.222	8.684	9.728
6	H	6.961	7.332	8.106	19	H	8.415	8.546	9.982
7	H	7.046	7.423	8.216	20	H	8.549	9.035	10.153
JANITOR	H	7.181	7.563	8.379	21	H	8.697	9.193	10.345
8	H	7.138	7.521	8.337	22	H	8.845	9.351	10.533
9	H	7.233	7.623	8.461	22A	H	9.086	9.614	10.860
10	H	7.322	7.721	8.578	22B	H	9.395	9.957	11.279
11	H	7.415	7.819	8.695	23	H	9.723	10.318	11.724
12	H	7.507	7.917	8.816	24	H	9.924	10.531	11.982
13	H	7.601	8.019	8.937	25	H	10.124	10.747	12.242
14	H	7.695	8.119	9.058					

CITY OF FLINT COMPENSATION SCHEDULE

PERSONNEL OFFICE

(07-01-98 rates plus 2.125%)

07-01-99

LOCAL 1600 (Employees hired prior to 04-01-94)

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		11th thru 15th Year		16th thru 20th Year		21st thru 24th Year		25th Year and Over	
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over									
1	A	22853.73	23382.61	25010.36	25575.50	26290.36	26517.36	26746.81	27070.43	27611.83	879.04	899.36	962.00	983.68	1011.20	1019.92	1028.72	1041.20	1062.00
	B	10.988	11.242	12.025	12.296	12.640	12.749	12.859	13.015	13.275									
	H																		
2	A	23918.77	24300.34	25882.21	26442.50	26954.49	27212.91	27480.98	27809.41	28365.62	23918.77	24300.34	25882.21	26442.50	26954.49	27212.91	27480.98	27809.41	28365.62
	B	920.00	934.64	995.52	1017.04	1036.72	1046.72	1056.96	1069.60	1091.04	920.00	934.64	995.52	1017.04	1036.72	1046.72	1056.96	1069.60	1091.04
	H	11.500	11.683	12.444	12.713	12.959	13.084	13.212	13.370	13.638									
3	A	24126.47	24517.69	26143.04	26705.76	27261.21	27531.69	27799.76	28147.53	28710.50	24126.47	24517.69	26143.04	26705.76	27261.21	27531.69	27799.76	28147.53	28710.50
	B	928.00	943.04	1005.52	1027.20	1048.56	1058.96	1069.28	1082.64	1104.32	928.00	943.04	1005.52	1027.20	1048.56	1058.96	1069.28	1082.64	1104.32
	H	11.600	11.788	12.569	12.840	13.107	13.237	13.366	13.533	13.804									
4	A	24336.55	24744.70	26403.88	26995.56	27589.66	27833.58	28128.21	28480.82	29050.44	24336.55	24744.70	26403.88	26995.56	27589.66	27833.58	28128.21	28480.82	29050.44
	B	936.08	951.76	1015.60	1038.32	1061.20	1070.56	1081.92	1095.44	1117.36	936.08	951.76	1015.60	1038.32	1061.20	1070.56	1081.92	1095.44	1117.36
	H	11.701	11.897	12.695	12.979	13.265	13.382	13.524	13.693	13.967									
5	A	24544.26	24959.67	26664.69	27285.36	27898.77	28145.13	28454.25	28826.16	29402.70	24544.26	24959.67	26664.69	27285.36	27898.77	28145.13	28454.25	28826.16	29402.70
	B	944.08	960.00	1025.60	1049.44	1073.04	1082.56	1094.40	1108.72	1130.88	944.08	960.00	1025.60	1049.44	1073.04	1082.56	1094.40	1108.72	1130.88
	H	11.801	12.000	12.820	13.118	13.413	13.532	13.680	13.859	14.136									
6	A	24848.55	25278.44	27029.36	27666.93	28297.27	28584.66	28893.79	29299.52	29885.51	24848.55	25278.44	27029.36	27666.93	28297.27	28584.66	28893.79	29299.52	29885.51
	B	955.76	972.24	1039.60	1064.16	1088.40	1099.44	1111.36	1126.96	1149.44	955.76	972.24	1039.60	1064.16	1088.40	1099.44	1111.36	1126.96	1149.44
	H	11.947	12.153	12.995	13.302	13.605	13.743	13.892	14.087	14.368									
7	A	25152.87	25594.81	27394.04	28055.77	28717.49	29024.21	29338.17	29772.88	30368.34	25152.87	25594.81	27394.04	28055.77	28717.49	29024.21	29338.17	29772.88	30368.34
	B	967.44	984.48	1053.68	1079.12	1104.56	1116.32	1128.40	1145.12	1168.08	967.44	984.48	1053.68	1079.12	1104.56	1116.32	1128.40	1145.12	1168.08
	H	12.093	12.306	13.171	13.489	13.807	13.954	14.105	14.314	14.601									

CITY OF FLINT COMPENSATION SCHEDULE

PERSONNEL OFFICE

07-01-99

(07-01-98 rates plus 2.125%)
 LOCAL 1600 (Employees hired prior to 04-01-94)

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		11th thru 15th Year		16th thru 20th Year		21st thru 24th Year		25th Year and Over	
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over									
JANITOR	A	25633.47	26075.41	27939.84	28601.57	29258.46	29570.01	29879.13	30318.68	30925.04									
	B	985.92	1002.96	1074.64	1100.08	1125.36	1137.36	1149.20	1166.16	1189.44									
	H	12.324	12.537	13.433	13.751	14.067	14.217	14.365	14.577	14.868									
8	A	25481.31	25932.93	27797.35	28497.72	29190.84	29509.62	29828.41	30280.04	30885.63									
	B	980.08	997.44	1069.20	1096.08	1122.72	1135.04	1147.28	1164.64	1187.92									
	H	12.251	12.468	13.365	13.701	14.034	14.188	14.341	14.558	14.849									
9	A	25819.42	26285.52	28212.75	28937.26	29664.19	29987.81	30313.29	30789.62	31405.41									
	B	993.12	1011.04	1085.12	1113.04	1140.96	1153.44	1165.92	1184.24	1207.92									
	H	12.414	12.638	13.564	13.913	14.262	14.418	14.574	14.803	15.099									
10	A	26138.21	26623.64	28601.57	29357.48	30108.55	30446.66	30799.29	31279.87	31905.45									
	B	1005.36	1024.00	1100.08	1129.20	1158.08	1171.04	1184.64	1203.12	1227.20									
	H	12.567	12.800	13.751	14.115	14.476	14.638	14.808	15.039	15.340									
11	A	26469.06	26959.33	28992.81	29775.29	30565.01	30915.19	31289.53	31772.53	32407.99									
	B	1018.08	1036.96	1115.12	1145.20	1175.60	1189.04	1203.44	1222.08	1246.48									
	H	12.726	12.962	13.939	14.315	14.695	14.863	15.043	15.276	15.581									
12	A	26797.52	27299.86	29396.12	30207.58	31028.71	31386.13	31772.53	32272.46	32917.92									
	B	1030.72	1050.00	1130.64	1161.84	1193.44	1207.20	1222.08	1241.28	1266.08									
	H	12.884	13.125	14.133	14.523	14.918	15.090	15.276	15.516	15.826									
13	A	27133.22	27650.04	29799.44	30647.13	31492.39	31854.66	32257.97	32786.86	33442.60									
	B	1043.60	1063.52	1146.16	1178.80	1211.28	1225.20	1240.72	1261.04	1286.32									
	H	13.045	13.294	14.327	14.735	15.141	15.315	15.509	15.763	16.079									

CITY OF FLINT COMPENSATION SCHEDULE
 (07-01-98 rates plus 2.125%)
 LOCAL 1600 (Employees hired prior to 04-01-94)

PERSONNEL OFFICE
 07-01-99

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		11th thru 15th Year		16th thru 20th Year		21st thru 24th Year		25th Year and Over		
		1st 6 Months	2nd 6 Months	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year
14	A	27468.90	27995.38	30205.15	31072.17	31951.26	32323.19	32740.97	33298.87	33964.84										
	B	1056.56	1076.80	1161.76	1195.12	1228.96	1243.20	1259.28	1280.72	1306.40										
	H	13.207	13.460	14.522	14.939	15.362	15.540	15.741	16.009	16.330										
15	A	27797.35	28340.74	30606.08	31514.13	32422.19	32820.69	33240.89	33832.59	34509.22										
	B	1069.20	1090.08	1177.20	1212.08	1247.04	1262.40	1278.56	1301.28	1327.28										
	H	13.365	13.626	14.715	15.151	15.588	15.780	15.982	16.266	16.591										
16	A	28135.46	28693.35	31016.63	31956.09	32890.71	33320.59	33757.73	34373.56	35061.04										
	B	1082.16	1103.60	1192.96	1229.12	1265.04	1281.60	1298.40	1322.08	1348.56										
	H	13.527	13.795	14.912	15.364	15.813	16.020	16.230	16.526	16.857										
17	A	28504.98	29082.16	31470.67	32453.60	33424.44	33871.23	34310.75	34945.92	35644.85										
	B	1096.40	1118.56	1210.48	1248.24	1285.60	1302.80	1319.68	1344.08	1370.96										
	H	13.705	13.982	15.131	15.603	16.070	16.285	16.496	16.801	17.137										
18	A	28874.47	29468.58	31936.78	32941.43	33953.35	34414.60	34885.55	35520.73	36231.15										
	B	1110.56	1133.44	1228.40	1267.04	1305.92	1323.68	1341.76	1366.24	1393.52										
	H	13.882	14.168	15.355	15.838	16.324	16.546	16.772	17.078	17.419										
18A	A	29350.25	29941.92	32436.69	33441.34	34455.67	34914.53	35385.46	36025.46	36745.96										
	B	1128.88	1151.68	1247.60	1286.24	1325.28	1342.88	1361.04	1385.60	1413.36										
	H	14.111	14.396	15.595	16.078	16.566	16.786	17.013	17.320	17.667										
19	A	30040.95	30656.79	33284.36	34337.34	35390.31	35851.57	36346.67	37005.97	37746.10										
	B	1155.44	1179.12	1280.16	1320.72	1361.20	1378.96	1398.00	1423.36	1451.84										
	H	14.443	14.739	16.002	16.509	17.015	17.237	17.475	17.792	18.148										

CITY OF FLINT COMPENSATION SCHEDULE
 (07-01-98 rates plus 2.125%)
 LOCAL 1600 (Employees hired prior to 04-01-94)

PERSONNEL OFFICE
 07-01-99

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		11th thru 15th Year		16th thru 20th Year		21st thru 24th Year		25th Year and Over		
		1st 6 Months	2nd 6 Months	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	Year	
20	A	30519.12	31151.87	33854.33	34948.34	36042.37	36501.24	37037.37	37716.01	38470.32										
	B	1173.84	1198.16	1302.16	1344.16	1386.24	1403.92	1424.56	1450.64	1479.68										
	H	14.673	14.977	16.277	16.802	17.328	17.549	17.807	18.133	18.496										
21	A	31045.60	31697.67	34494.32	35631.82	36769.30	37271.64	37807.77	38445.34	39214.26										
	B	1194.08	1219.20	1326.72	1370.48	1414.24	1433.52	1454.16	1478.72	1508.24										
	H	14.926	15.240	16.584	17.131	17.678	17.919	18.177	18.484	18.853										
22	A	31574.53	32243.48	35119.82	36310.44	37493.82	38049.28	38595.09	39194.03	39977.90										
	B	1214.40	1240.16	1350.80	1396.56	1442.08	1463.44	1484.48	1507.52	1537.68										
	H	15.180	15.502	16.885	17.457	18.026	18.293	18.556	18.844	19.221										
22A	A	32436.69	33151.54	36211.43	37515.55	38814.85	39406.56	40000.67	40580.28	41391.88										
	B	1247.60	1275.12	1392.80	1442.96	1492.88	1515.68	1538.48	1560.80	1592.00										
	H	15.595	15.939	17.410	18.037	18.661	18.946	19.231	19.510	19.900										
22B	A	33537.95	34332.51	37612.16	39075.67	40524.71	41169.53	41809.54	42381.92	43229.54										
	B	1289.92	1320.48	1446.64	1502.96	1558.64	1583.44	1608.08	1630.08	1662.72										
	H	16.124	16.506	18.083	18.787	19.483	19.793	20.101	20.376	20.784										
23	A	34711.67	35576.25	39092.59	40710.68	42331.19	43026.72	43724.68	44282.55	45168.20										
	B	1335.12	1368.32	1503.60	1565.84	1628.16	1654.88	1681.76	1703.20	1737.28										
	H	16.689	17.104	18.795	19.573	20.352	20.686	21.022	21.290	21.716										
24	A	35426.53	36312.85	39954.77	41642.90	43318.93	44033.81	44772.82	45258.24	46163.41										
	B	1362.56	1396.72	1536.72	1601.68	1666.16	1693.68	1722.08	1740.72	1775.52										
	H	17.032	17.459	19.209	20.021	20.827	21.171	21.526	21.759	22.194										

CITY OF FLINT COMPENSATION SCHEDULE
 (07-01-98 rates plus 2.125%)
 LOCAL 1600 (Employees hired prior to 04-01-94)

PERSONNEL OFFICE
 07-01-99

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		11th thru 15th Year		16th thru 20th Year		21st thru 24th Year		25th Year and Over	
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over									
25	A	36141.39	37056.71	40821.78	42567.87	44318.78	45038.47	45799.21	46246.00	47170.91									
	B	1390.08	1425.28	1570.08	1637.28	1704.64	1732.32	1761.52	1778.72	1814.32									
	H	17.376	17.816	19.626	20.466	21.308	21.654	22.019	22.234	22.679									
26	A	36904.54	37856.08	41756.41	43579.77	45400.74	46142.15	46917.40	47313.47	48259.71									
	B	1419.44	1456.00	1606.08	1676.16	1746.24	1774.72	1804.56	1819.76	1856.16									
	H	17.743	18.200	20.076	20.952	21.828	22.184	22.557	22.747	23.202									
27	A	37667.70	38657.88	42688.61	44579.61	46475.44	47248.25	48069.38	48397.82	49365.77									
	B	1448.80	1486.88	1641.92	1714.64	1787.52	1817.28	1848.88	1861.52	1898.72									
	H	18.110	18.586	20.524	21.433	22.344	22.716	23.111	23.269	23.734									

CITY OF FLINT COMPENSATION SCHEDULE
 (07-01-98 rates plus 2.125%)
 LOCAL 1600 (Employees hired prior to 04-01-94)

SCHEDULE B - PART-TIME
 PERSONNEL OFFICE
 07-01-99

	OCCUPATIONAL LEVEL	BASE	Step 1			OCCUPATIONAL LEVEL	BASE	Step 1		
			(Beginning Rate)	(After 2080 Hours)	(After 6240 Hours)			(Beginning Rate)	(After 2080 Hours)	(After 6240 Hours)
1A	H	10.988	11.427	12.301	15A	H	13.365	13.723	15.265	
2A	H	11.500	11.739	12.781	16A	H	13.527	13.902	15.482	
3A	H	11.600	11.853	12.924	17A	H	13.705	14.095	15.725	
4A	H	11.701	11.962	13.060	18A	H	13.882	14.287	15.974	
5A	H	11.801	12.072	13.196	19A	H	14.443	14.853	16.641	
6A	H	11.947	12.229	13.388	20A	H	14.673	15.083	16.930	
7A	H	12.093	12.382	13.578	21A	H	14.926	15.355	17.267	
JANITOR	H	12.324	12.614	13.837	22A	H	15.180	15.633	17.605	
8A	H	12.251	12.554	13.787	LEVEL A	H	15.595	16.086	18.203	
9A	H	12.414	12.719	14.001	LEVEL B	H	16.124	16.669	18.967	
10A	H	12.567	12.884	14.206	23A	H	16.689	17.289	19.780	
11A	H	12.726	13.053	14.413	24A	H	17.032	17.648	20.233	
12A	H	12.884	13.217	14.628	25A	H	17.376	18.004	20.681	
13A	H	13.045	13.388	14.835	26A	H	17.374	18.403	21.177	
14A	H	13.207	13.549	15.049						

CITY OF FLINT COMPENSATION SCHEDULE
 (07-01-98 rates plus 2.125%)
 LOCAL 1600 (Employees hired prior to 04-01-94)

PERSONNEL OFFICE
 07-01-99

SCHEDULE C - INTERIM & TEMPORARY

OCCUPATIONAL LEVEL	BASE	OCCUPATIONAL LEVEL			BASE	OCCUPATIONAL LEVEL			
		1st 6 Months	2nd 6 Months	2nd Year		1st 6 Months	2nd 6 Months	2nd Year	
1	H	7.692	7.870	8.418	15	H	9.356	9.539	10.301
2	H	8.050	8.178	8.711	16	H	9.469	9.657	10.439
3	H	8.120	8.252	8.799	17	H	9.594	9.788	10.592
4	H	8.191	8.328	8.887	18	H	9.718	9.918	10.749
5	H	8.261	8.400	8.974	18A	H	9.878	10.078	10.917
6	H	8.363	8.508	9.097	19	H	10.111	10.318	11.202
7	H	8.466	8.615	9.220	20	H	10.272	10.484	11.394
JANITOR	H	8.627	8.776	9.404	21	H	10.449	10.668	11.609
8	H	8.576	8.728	9.356	22	H	10.626	10.852	11.820
9	H	8.690	8.847	9.495	22A	H	10.917	11.158	12.187
10	H	8.797	8.960	9.626	22B	H	11.287	11.555	12.658
11	H	8.909	9.074	9.758	23	H	11.683	11.973	13.157
12	H	9.019	9.188	9.893	24	H	11.923	12.222	13.447
13	H	9.132	9.306	10.029	25	H	12.164	12.472	13.739
14	H	9.245	9.422	10.166					

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd Year		3rd Year		4th Year		5th Year	
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	5th Year				
1	A	19425.67	20576.71	22759.43	24040.96	25501.64	26290.36				
	B	728.96	772.16	854.08	902.16	956.96	986.56				
	H	9.340	9.893	10.942	11.559	12.261	12.640				
2	A	20330.95	21384.31	23552.81	24855.96	26145.85	25907.71				
	B	762.88	802.48	883.84	932.72	981.12	972.16				
	H	9.775	10.281	11.324	11.950	12.571	12.456				
3	A	20507.49	21575.56	23790.15	25103.41	26443.37	27261.21				
	B	769.52	809.60	892.72	942.00	992.24	1022.96				
	H	9.860	10.373	11.438	12.069	12.714	13.107				
4	A	20686.08	21775.34	24027.51	25375.82	26761.97	27589.66				
	B	776.24	817.12	901.60	952.24	1004.24	1035.28				
	H	9.946	10.469	11.552	12.200	12.867	13.265				
5	A	20862.63	21964.48	24264.86	25648.23	27061.81	27898.77				
	B	782.88	824.24	910.56	962.48	1015.52	1046.88				
	H	10.031	10.560	11.666	12.331	13.011	13.413				
6	A	21121.28	22245.02	24596.72	26006.93	27448.35	28297.27				
	B	792.56	834.72	922.96	975.92	1030.00	1061.84				
	H	10.155	10.695	11.826	12.504	13.197	13.605				
7	A	21379.93	22523.44	24928.57	26372.41	27855.97	28717.49				
	B	802.32	845.20	935.44	989.60	1045.28	1077.60				
	H	10.279	10.829	11.985	12.679	13.393	13.807				

CITY OF FLINT COMPENSATION SCHEDULE

PERSONNEL OFFICE

(07-01-98 Rates + 2.125%)

07-01-99

LOCAL 1600 (Employees hired on or after 04-01-94)

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		5th Year	
JANITOR	A	21788.44	22946.35	25425.25	26895.95	28380.71	29258.46						
	B	817.60	861.04	954.08	1009.28	1064.96	1097.92						
	H	10.476	11.032	12.224	12.931	13.645	14.067						
8	A	21659.10	22820.99	25295.60	26787.85	28315.12	29190.84						
	B	812.72	856.32	949.20	1005.20	1062.48	1095.36						
	H	10.413	10.972	12.162	12.879	13.613	14.034						
9	A	21946.50	23131.27	25673.60	27201.01	28774.27	29664.19						
	B	823.52	868.00	963.36	1020.72	1079.76	1113.12						
	H	10.552	11.121	12.343	13.078	13.834	14.262						
10	A	22217.47	23428.80	26027.42	27596.03	29205.30	30108.55						
	B	833.68	879.20	976.64	1035.52	1095.92	1129.84						
	H	10.682	11.264	12.514	13.268	14.041	14.476						
11	A	22498.71	23724.22	26383.46	27988.77	29648.06	30565.01						
	B	844.24	890.24	990.00	1050.24	1112.56	1146.96						
	H	10.817	11.406	12.685	13.457	14.254	14.695						
12	A	22777.88	24023.86	26750.47	28395.13	30097.84	31028.71						
	B	854.72	901.52	1003.84	1065.52	1129.44	1164.32						
	H	10.951	11.550	12.861	13.652	14.471	14.918						
13	A	23063.23	24332.04	27117.49	28808.30	30547.62	31492.39						
	B	865.44	913.04	1017.60	1081.04	1146.32	1181.76						
	H	11.088	11.698	13.038	13.851	14.687	15.141						

CITY OF FLINT COMPENSATION SCHEDULE

(07-01-98 Rates + 2.125%)

PERSONNEL OFFICE

07-01-99

LOCAL 1600 (Employees hired on or after 04-01-94)

OCCUPATIONAL LEVEL	BASE	MONTHS					
		1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	5th Year
14	A	23348.56	24635.92	27486.71	29207.83	30992.71	31951.26
	B	876.16	924.48	1031.44	1096.00	1162.96	1198.96
	H	11.226	11.845	13.215	14.043	14.901	15.362
15	A	23627.75	24939.85	27851.53	29623.29	31449.54	32422.19
	B	886.64	935.84	1045.12	1111.60	1180.16	1216.64
	H	11.360	11.991	13.391	14.242	15.120	15.588
16	A	23915.14	25250.14	28225.12	30038.71	31903.99	32890.71
	B	897.44	947.52	1059.12	1127.20	1197.20	1234.24
	H	11.498	12.140	13.570	14.442	15.339	15.813
17	A	24229.23	25592.30	28638.29	30506.38	32421.71	33424.44
	B	909.20	960.32	1074.64	1144.72	1216.64	1254.24
	H	11.649	12.304	13.769	14.667	15.588	16.070
18	A	24543.30	25932.35	29062.46	30964.95	32934.74	33953.35
	B	920.96	973.12	1090.56	1161.92	1235.84	1274.08
	H	11.800	12.468	13.973	14.887	15.834	16.324
18A	A	24947.71	26348.90	29517.38	31434.86	33422.00	34455.67
	B	936.16	988.72	1107.60	1179.60	1254.16	1292.96
	H	11.994	12.668	14.191	15.113	16.069	16.566
19	A	25534.80	25931.19	30288.77	32277.11	34328.60	35390.31
	B	958.16	973.04	1136.56	1211.20	1288.16	1328.00
	H	12.277	12.467	14.562	15.518	16.505	17.015

CITY OF FLINT COMPENSATION SCHEDULE
(07-01-98 Rates + 2.125%)

PERSONNEL OFFICE
07-01-99

LOCAL 1600 (Employees hired on or after 04-01-94)

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		5th Year	
20	A	25941.25	27413.64	30807.45	32851.45	34961.12	36042.37						
	B	973.44	1028.72	1156.00	1232.72	1311.92	1352.48						
	H	12.472	13.180	14.812	15.794	16.809	17.328						
21	A	26388.78	27893.95	31389.84	33493.92	35666.24	36769.30						
	B	990.24	1046.72	1177.92	1256.80	1338.32	1379.76						
	H	12.687	13.411	15.092	16.103	17.148	17.678						
22	A	26838.34	28374.27	31959.03	34131.81	36369.00	37493.82						
	B	1007.12	1064.72	1199.28	1280.80	1364.72	1406.96						
	H	12.903	13.642	15.365	16.410	17.485	18.026						
22A	A	27571.19	29173.35	32952.4	35264.62	37650.42	38814.85						
	B	1034.56	1094.72	1236.48	1323.28	1412.80	1456.48						
	H	13.256	14.026	15.843	16.955	18.102	18.661						
22B	A	28507.25	30212.61	34227.07	36731.15	39308.97	40524.71						
	B	1069.76	1133.68	1284.32	1378.32	1475.04	1520.64						
	H	13.706	14.526	16.456	17.660	18.899	19.483						
23	A	29504.92	31307.11	35574.26	38268.03	41061.27	42331.19						
	B	1107.12	1174.80	1334.88	1436.00	1540.80	1588.48						
	H	14.185	15.052	17.103	18.398	19.741	20.352						
24	A	30112.55	31955.31	36358.84	39144.33	42019.37	43318.93						
	B	1129.92	1199.12	1364.32	1468.88	1576.72	1625.52						
	H	14.478	15.364	17.481	18.820	20.202	20.827						

CITY OF FLINT COMPENSATION SCHEDULE
 (07-01-98 Rates + 2.125%)
 LOCAL 1600 (Employees hired on or after 04-01-94)

PERSONNEL OFFICE
 07-01-99

OCCUPATIONAL LEVEL	BASE	1st 6 Months		2nd 6 Months		2nd Year		3rd Year		4th Year		5th Year	
25	A	30720.18	32609.89	37147.82	40013.80	42989.21	44318.78						
	B	1152.72	1223.68	1393.92	1501.52	1613.12	1663.04						
	H	14.770	15.678	17.860	19.238	20.668	21.308						
26	A	31368.86	33313.35	37998.32	40964.98	44038.73	45400.74						
	B	1177.12	1250.08	1425.84	1537.20	1652.48	1703.60						
	H	15.082	16.016	18.269	19.695	21.173	21.828						
27	A	32017.55	34018.92	38846.63	41904.82	45081.16	46475.44						
	B	1201.44	1276.56	1457.68	1572.48	1691.60	1743.92						
	H	15.393	16.356	18.677	20.147	21.674	22.344						

CITY OF FLINT COMPENSATION SCHEDULE
 (07-01-98 Rates + 2.125%)
 LOCAL 1600 (Employees hired on or after 04-01-94)

PERSONNEL OFFICE
 07-01-99

OCCUPATIONAL LEVEL	BASE	Step 1		Step 2		Step 3		OCCUPATIONAL LEVEL	BASE	Step 1		Step 2		Step 3	
		(Beginning Rate)	(After 2080 Hours)	(Beginning Rate)	(After 2080 Hours)	(Beginning Rate)	(After 6240 Hours)			(Beginning Rate)	(After 2080 Hours)	(Beginning Rate)	(After 6240 Hours)		
1A	H	9.340	10.400	11.931	15A	H	11.360	12.489	14.806						
2A	H	9.775	10.684	12.398	16A	H	11.498	12.653	15.017						
3A	H	9.860	10.785	12.536	17A	H	11.649	12.825	15.254						
4A	H	9.946	10.887	12.668	18A	H	11.800	12.999	15.493						
5A	H	10.031	10.986	12.800	19A	H	12.277	13.517	16.140						
6A	H	10.155	11.129	12.987	20A	H	12.472	13.725	16.423						
7A	H	10.279	11.267	13.169	21A	H	12.687	13.972	16.748						
JANITOR	H	10.476	11.479	13.424	22A	H	12.903	14.225	17.077						
8A	H	10.413	11.424	13.374	LEVEL A	H	13.256	14.638	17.658						
9A	H	10.552	11.575	13.581	LEVEL B	H	13.706	15.172	18.399						
10A	H	10.682	11.725	13.778	23A	H	14.185	15.734	19.186						
11A	H	10.817	11.878	13.981	24A	H	14.478	16.060	19.626						
12A	H	10.951	12.029	14.190	25A	H	14.770	16.384	20.060						
13A	H	11.088	12.182	14.390	26A	H	14.768	16.746	20.542						
14A	H	11.226	12.331	14.599											

CITY OF FLINT COMPENSATION SCHEDULE
 (07-01-98 Rates + 2.125%)
SCHEDULE C - INTERIM & TEMPORARY
 LOCAL 1600 (Employees hired on or after 04-01-94)

PERSONNEL OFFICE
 07-01-99

OCCUPATIONAL LEVEL	BASE	OCCUPATIONAL LEVEL			BASE	OCCUPATIONAL LEVEL			
		1st 6 Months	2nd 6 Months	2nd Year		1st 6 Months	2nd 6 Months	2nd Year	
1	H	6.538	6.926	7.660	15	H	7.952	8.394	9.374
2	H	6.843	7.197	7.927	16	H	8.049	8.498	9.499
3	H	6.902	7.261	8.007	17	H	8.155	8.613	9.639
4	H	6.963	7.329	8.087	18	H	8.260	8.728	9.782
5	H	7.022	7.392	8.167	18A	H	8.396	8.868	9.934
6	H	7.109	7.487	8.279	19	H	8.594	8.727	10.194
7	H	7.196	7.581	8.390	20	H	8.731	9.226	10.369
JANITOR	H	7.334	7.723	8.557	21	H	8.881	9.388	10.565
8	H	7.290	7.681	8.514	22	H	9.033	9.550	10.756
9	H	7.387	7.785	8.641	22A	H	9.280	9.819	11.091
10	H	7.478	7.885	8.760	22B	H	9.595	10.169	11.520
11	H	7.572	7.985	8.880	23	H	9.930	10.537	11.973
12	H	7.666	8.085	9.003	24	H	10.135	10.755	12.237
13	H	7.762	8.189	9.127	25	H	10.339	10.975	12.502
14	H	7.859	8.292	9.251					

