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LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

JULY 1, 1993 - JUNE 30, 1996

LABOR AGREEMENT

BETWEEN

THE CITY OF FERNDALE

AND

LOCAL 998

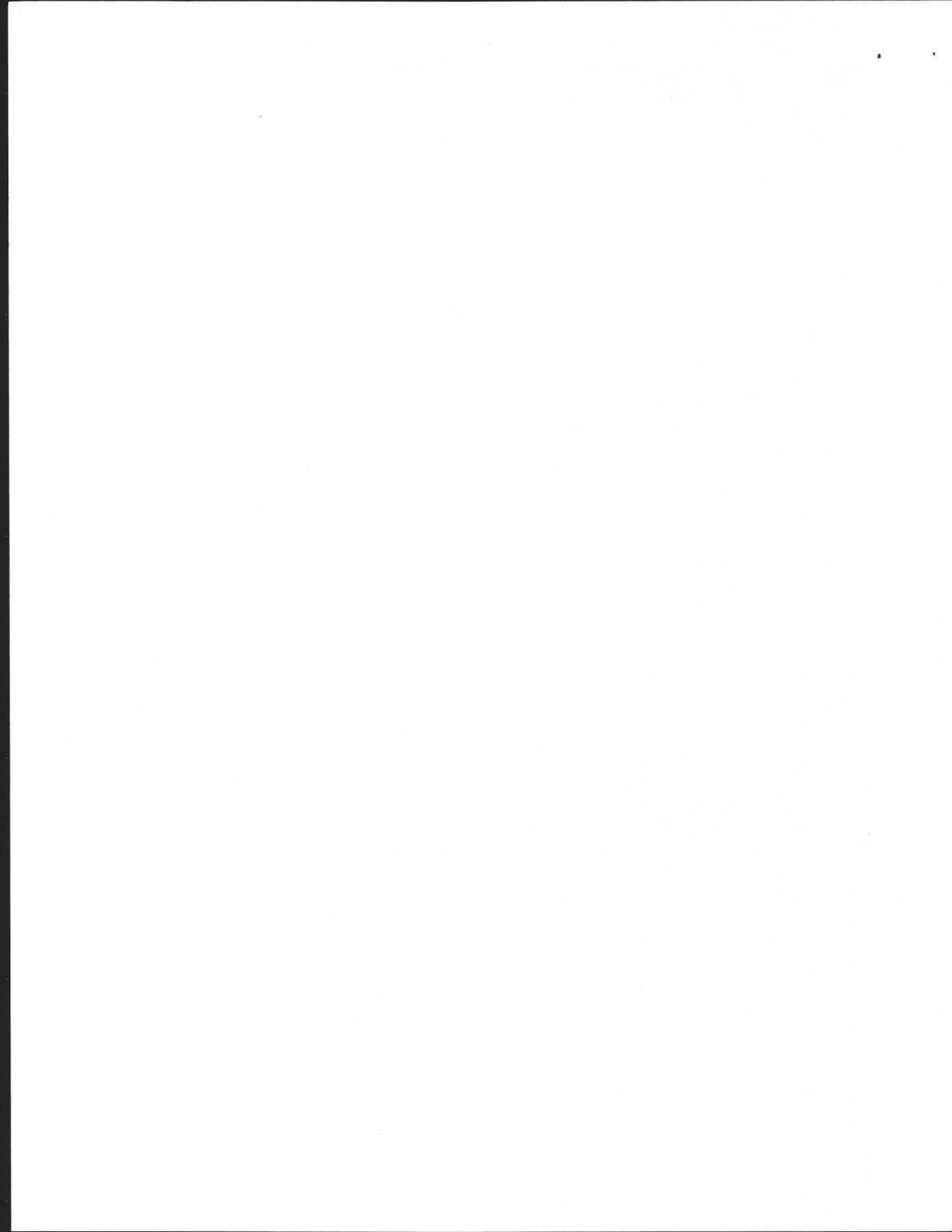
FERNDALE CLERICAL AND TECHNICAL EMPLOYEES

Ferndale, City of

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGE</u>
	AGREEMENT & PREAMBLE	1
I	RECOGNITION	1
II	REPRESENTATION	2
III	UNION SECURITY	3
IV	UNION DUES AND INITIATION FEES	4
V	JOINT RESPONSIBILITIES	4
VI	SENIORITY	5
VII	LAYOFFS AND RECALLS	9
VIII	PROMOTION	13
IX	DISCIPLINE & DISCHARGE	15
X	GENERAL PROVISIONS	18
XI	MANAGEMENT RESPONSIBILITY	20
XII	CONTRACTING OUT WORK	22
XIII	GRIEVANCE PROCEDURE	22
XIV	LEAVES	25
	VACATION	26
	PERSONAL DAYS	27
	PAID HOLIDAYS	27
	SICK LEAVE	27
	MILITARY LEAVE	32
	FUNERAL LEAVE	32
	MATERNITY LEAVE	33
	JURY DUTY	33
	LEAVE OF ABSENCE WITHOUT PAY	33
	UNION LEAVES	34
	ABSENCE WITHOUT LEAVE	34
	FAILURE TO REPORT AFTER LEAVE TERMINATES	35
	FAMILY AND MEDICAL LEAVE ACT	35
XV	HOURS OF WORK	35
XVI	WAGES AND SALARIES	36
XVII	LONGEVITY PAY	38
XVIII	HOSPITALIZATION, DENTAL, GROUP AND OPTICAL INSURANCE	39
XIX	DUTY DISABILITY	40
XX	MILEAGE	41
XXI	PENSION CONTRIBUTION	42
XXII	RETIREMENT	43
	Annuity Factor	43
XXIII	ICMA	44
XXIV	TERMINATION, RENEWAL & MODIFICATION	45
	EXHIBIT I	48
	SALARY SCHEDULES	49



LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

Effective July 1, 1993 - Expires June 30, 1996

FERNDALE CHAPTER OF LOCAL 998

SOUTH OAKLAND COUNTY MUNICIPAL EMPLOYEES

AGREEMENT

This Agreement is between the City of Ferndale and the Ferndale Chapter of Local 998 South Oakland County Municipal Employees, its successors, and/or assigns now affiliated with Michigan Council #25 and chartered by the American Federation of State, County and Municipal Employees Union (AFL-CIO).

PREAMBLE

Both parties to this agreement desire to continue working harmoniously and to promote and maintain high standards between the City and the Employees, for the purpose of serving the best interests of the citizens of Ferndale.

ARTICLE I - RECOGNITION

Section 1. - Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the employer recognizes the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, hours of employment, and other conditions of employment, as defined by the terms of this Agreement for those employees included in the bargaining unit.

Section 2. - The bargaining unit shall consist of all employees holding positions in classifications designated in the Salary Schedule referred to in Article XVI, excluding police and fire department sworn personnel, all supervisory personnel, and all other personnel not set forth in this Article or Article XVI, and all directors and managers.

Section 3. - In the event a new classification is created which is appropriate to this bargaining unit, or an existing one is reclassified, the City will negotiate with the Union to establish the annual salary.

Section 4. - Bargaining unit positions shall not be reclassified or retitled for the purpose of transferring same to another bargaining unit or to exempt status without prior negotiation.

Section 5. - The City recognizes and will not interfere with, restrain, or coerce employees in their right to self-organization, to form, join or assist labor organizations, or to bargain collectively through representatives of their own choosing, or to engage in concerted activities for the purpose of collective bargaining. The Employer will not permit any other group or Union to solicit membership or collect dues on the Employer's time.

Section 6. - The Employer recognizes the established rights as explained by Act 379 and this contract, responsibilities, and values of the Union and has no objection to its Employees becoming members of the Union, responsible in conjunction with the Employer for making and keeping this contract.

ARTICLE II - REPRESENTATION

Section 1. Committee

A. The employees shall be represented by a committee of three officers, one of whom shall be the chairperson, elected in any manner determined by the employees. This committee shall be selected from a group of nominees on the seniority list.

B. Promptly following the effective date of this Agreement, the Union and the City shall provide to each other a written list of names and titles of their respective representatives and the capacity in which they will function in regard to the grievance procedure, negotiations or other labor relations functions and will provide prompt notice of any changes.

Section 2. No Discrimination

A. There shall be no discrimination against any employee because of membership in the Union, or because of acting as an officer or in any other capacity on behalf of the Union.

B. The parties recognize that the Employer and the Union are legally and morally obligated to guarantee to all citizens a fair and equal opportunity for employment and to these ends agree that no person shall be denied employment or membership in the Union, nor in any way be

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

discriminated against because of sex, age, race, color, creed, national origin, political or religious beliefs, handicapped condition or marital status as provided by State and Federal laws as amended, except where based on a bona fide occupational qualification.

Section 3. - Authorized committeepersons shall be paid for time lost during working hours in attending grievance and negotiation meetings with City representatives. A member of the committee will be permitted to leave the job, upon request, and after receiving approval by the supervisor, for the purpose of investigating a grievance in the committeeperson's assigned area. Such committeeperson shall report to the supervisor upon completion of the investigation, and if the committeeperson goes into the department of another supervisor, the committeeperson must first notify such supervisor. This right to receive pay for time lost shall not be abused. The City will furnish cards for the maintenance of records of the time spent hereunder.

ARTICLE III - UNION SECURITY

Section 1. - During the life of the Agreement, and to the extent the laws of the State of Michigan permit, the City of Ferndale agrees to deduct Union membership dues levied in accordance with the constitution and by-laws of the Union from the pay of each employee who executes or has executed the "Authorization for Payroll Deduction" form.

Section 2. - Deductions under all properly executed "Authorization for Payroll Deduction" forms shall become effective at the time the application is signed by the employee and shall be deducted from the first pay of the month and each month thereafter.

Section 3. - All sums deducted from an employee's pay, as provided for in this Article, shall be forwarded by the City to the Treasurer of Local 998.

Section 4. - Employees who have been employed for a period of thirty (30) days and are covered by this Agreement, as defined in the Article entitled "Recognition," and who do not apply for membership to the Union shall sign an "Authorization for Payroll Deduction" form and pay to the

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

Union an amount equal to the regular monthly Union dues as a monthly service charge to the Union.

Section 5. - It shall be a condition of employment after thirty (30) days of service that all employees covered by this Agreement shall make application for payroll deduction. Any employee who fails to comply with the above provisions shall, at the request of the Union to the Employer, be discharged from the service of the Employer ten (10) days after such employee receives notification from the Employer of such employee's violation of this Article.

Section 6. - The Union shall indemnify the City against any and all claims, demands, suits or other forms of liability which may arise out of or by reason of action taken or not taken by the City for the purposes of complying with the provisions of this Article.

ARTICLE IV - UNION DUES AND INITIATION FEES

Section 1. Application for Membership

Employees who are members of Local 998, American Federation of State, County and Municipal Employees Union (AFL CIO) shall tender the initiation fee and monthly membership dues by signing THE APPLICATION FOR MEMBERSHIP AND AUTHORIZATION FOR PAYROLL DEDUCTION FORMS. Any forms which are incomplete or in error will be returned promptly to the Union by the Employer.

Section 2. - Deductions for each calendar month shall be remitted to the Union with a listing of employees for whom said deductions were made, within fifteen (15) days after date of deduction.

ARTICLE V - JOINT RESPONSIBILITIES

Section 1. No Strike, No Lockout

A. Under no circumstances will the Union cause or authorize or permit its members to cause, nor will any member of the bargaining unit take part in any strike, sitdown, stay-in, or slowdown, on any property of the City or any curtailment of work or restriction of production or interference with the operations of the City. In the event of a work

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

stoppage or other curtailment of production, the City shall not be required to negotiate on the merits of the dispute which gave rise to the stoppage or curtailment until same is ceased.

B. In the event of a work stoppage, or other curtailment, the Union shall immediately instruct the involved employees, in writing, that their conduct is in violation of the contract, that they shall be disciplined up to and including discharge and shall instruct all such persons to immediately cease the offending conduct.

C. The City shall have the right to discipline, up to and including discharge, any employee who instigates, participates in or gives leadership to any activity herein prohibited.

D. The City will not lock out any employee during the term of this Agreement.

Section 2. No Coercion

Neither the City nor the Union shall interfere with, restrain, or coerce employees either to join or refrain from joining the Union.

Section 3. - The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and offer proposals on subjects for collective bargaining, which they did, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Both parties, for the duration of this Agreement, specifically waive the right to negotiate or be required to negotiate any proposals, questions introduced, debated and settled prior to execution of this Agreement or any other subject for collective bargaining. Any agreement supplemental hereto will not be binding upon either party unless executed in writing by the parties hereto.

ARTICLE VI - SENIORITY

Section 1. - Seniority shall accrue to permanent, full-time employees and shall be based upon total continuous service with the City. Approved leaves of absence without pay and layoffs shall not be cause

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

for loss of seniority. Provided, however, such laid off employees or employees on leave without pay, excepting those employees on leave for medical or educational reasons, shall not accrue seniority during the actual period of layoff or leave.

Section 2. - Each employee, upon completion of probation, which shall be a period of not less than six (6) months nor more than one (1) year, for an original appointment for salaried employees, shall be placed on the seniority list as provided in Section 5 of this Article.

Once an employee has been confirmed, seniority shall accrue from the employee's first day of employment with the City.

Section 3. - Casual, Project and Part-time employees are defined as follows:

A. A casual employee is an employee who:

1. Works irregularly.
2. Normally works a schedule of not over twenty (20) hours per week.
3. Works less than two hundred forty (240) hours in any fiscal year.

B. A project employee is an employee who:

Is hired in connection with a specific project, work on which will not extend beyond its completion, or one hundred twenty (120) calendar days whichever is less.

- C. 1. Casual and project employees shall not acquire seniority or be members of the bargaining unit.
2. Extension of casual and project employee time limitations may be granted by mutual written consent of the parties. The granting of such request shall not be unreasonably withheld by the Union.

D. A Part-time employee is an employee who:

1. Works regularly.
2. Normally works a schedule of not over twenty (20) hours per week.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

3. Part-time employees shall acquire seniority on a pro-rata basis determined by the hours worked calculated against a standard 2080 hour work year.
4. Part-time employees shall receive only the following benefits earned on a pro-rata basis:
 - a. Vacation calculated against a standard 2080 hour work year based on hours worked after each has a minimum one year service.
 - b. Holiday Pay.
5. Future part-time employees will be required to pass the Civil Service Test for the classifications enumerated in Schedules A, A1, A2, B1 and B2.
6. It is hereby agreed by the parties to include a part-time position of Receiving Teller, which employment period will be substantially different than other part-time positions.

The part-time Receiving Teller's employment periods shall be July 1st through September 30th and December 1st through the last day of February, which coincides with collection of taxes. The Employee may work a schedule of eight (8) hours per day but shall not exceed a total of 1,040 hours in any calendar year.

E. Positions excluded from (D) above are:

1. Plumbing Inspector
2. Electrical Inspector

The Employer shall not split any full-time position into two (2) or more part-time positions.

F. Prior to an employee's first day of work, Management would notify the Union, identifying said employee and would generally describe said employee's duties.

Section 4. - Seniority shall terminate if an employee:

A. Quits or retires. Provided, however, that with respect to an employee who quits, this provision shall not apply to whatever rights such employee has heretofore enjoyed in connection with the pension plan upon re-employment.

B. Is discharged for a just cause.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

C. Is absent from active employment for a period equal to his/her seniority at the beginning of the absence or for three (3) years whichever is the lesser, with the exception of Article XIV, Section 6.

D. Separates upon a settlement covering total disability.

E. Is absent from work for five (5) working days without notifying the City.

F. Accepts any kind of employment for pay while on authorized leave of absence (except as provided in Article XIV, Section 6 and Section 11).

G. Does not report for work immediately at the termination of an authorized leave of absence, unless advising City prior to the completion of the leave and receives written approval from the City.

H. Is on layoff and fails to report for work within five (5) working days after having been recalled.

Section 5. - A seniority list shall be kept current and maintained by the Employer. A copy shall be furnished to the Union on a regular, yearly basis.

Section 6.

A. An employee who moves to a position outside the bargaining unit but who continues to be a full-time employee shall have seniority frozen in the bargaining unit.

B. When an employee is laid off who has frozen seniority in Local 998, said employee may exercise said frozen seniority when a job becomes vacant in the Local 998 bargaining unit that said employee can perform.

Section 7. - Employees hired under government-sponsored programs for training, youth assistance or welfare shall not acquire seniority while in such government-sponsored positions, unless mutually agreed between the parties of this Agreement.

Section 8. - Notwithstanding seniority, in the event of a layoff, the Chapter Chairperson and Chief Steward shall continue to work for a minimum six (6) months as long as there is a job said Chapter Chairperson and Chief Steward can perform. Recall shall be in accordance with the Layoffs and Recalls Article.

ARTICLE VII - LAYOFFS AND RECALLS

Section 1. Layoffs

A. Definitions:

1. Layoff is the separation of an employee from the classified service of the City due to a reduction in force for lack of work, lack of funds, or reasons beyond the control of the City.

2. Displacement shall be defined as the re-assignment, transfer, or demotion of an employee as the result of the elimination of a position, discontinuance of an operation, or the bumping of an employee by a more senior employee affected by one of the aforementioned, caused by lack of work, lack of funds, or reasons beyond the control of the City.

B. Actions Prior to Layoff

1. The Union shall be afforded an opportunity to meet with the City to discuss the circumstances requiring the layoff(s) and to propose alternatives for City consideration that might curtail layoffs.

2. The names and order of employees scheduled for layoff shall be given to the Union Committee.

C. Determination of Layoff

The employer shall determine the position(s) to be eliminated.

D. Order of Layoff

1. All casual, project, and part-time employees, except for specialized recreation staff such as instructors, locker room stewards, officials, etc., or special project employees, shall be laid off first.

2. All probationary employees within the bargaining unit shall be laid off next.

3. If additional layoffs are necessary, employee(s) may exercise seniority rights, provided the employee(s) has the ability to perform work available. The procedure for layoff or displacement shall be as follows:

a. First, to a vacant position of the same classification or comparable classification (of equal pay or lower). If not available...

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

b. By displacing the least senior employee in the same classification or comparable classification (of equal pay or lower). If not resolved there...

c. By demotion to the next lower classification for which the employee is qualified, in which event the least senior employee in that classification shall be laid off or displaced.

"A meeting shall be held with Management, the supervisor of the department into which the employee may be placed, Union representatives and any other individuals Management feels are necessary to render a decision. If Management decides an employee is unable to perform such work, that employee shall be given the appropriate Civil Service test and, if passed, assignment to that position shall be made subject to a sixty (60) calendar day trial period to determine ability to perform the duties and functions of the position."

E. Where two (2) or more employees have the same seniority date, the order of layoff as to those employees shall be determined by entrance examination scores, with the lowest score being laid off first.

F. Layoff Notices

The City Manager shall issue layoff notices. Five copies of each layoff notice shall be prepared and distributed as follows: to the Employee, the Personnel Technician, the Bargaining unit, the Departmental File, and the Civil Service Board.

Employees to be laid off shall be given as much notice as possible but in no event shall layoff notices be issued less than ten (10) working days prior to the layoff date.

G. Voluntary Layoff

An employee may elect to take a layoff instead of exercising seniority rights. Such election shall not prejudice eligibility for unemployment compensation.

H. In the event the position of a former member of Local 998 is lost by layoff because of lack of work, lack of funds, or reasons beyond the control of the City, said employee who was a full-time salaried employee in Local 998 on JULY 1, 1985 may elect to exercise bargaining unit seniority in order to return to a position within Local 998.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

I. If an employee is exercising frozen seniority and wishes to return to the bargaining unit, said employee will enter under the provisions set forth in Article VI, Section 6 (a) and 6 (b).

J. In the event of a permanent reduction of the level of employment for any reason, employees who lack seniority or qualifications to continue working within Local 998 will be given every consideration for other available City jobs that said employee(s) are capable of performing.

K. Layoff of Employees in Non-Working Categories

1. Employees on Paid Sick Leave: These employees shall be laid off the same as other employees and their sick pay shall terminate on the effective date of their layoff.

2. Employees on Workers' Compensation: These employees shall be laid off the same as other employees. They will be continued on the Workers' Compensation payroll, but their sick leave supplement, if any, shall terminate.

The layoff notices for employees who are on Workers' Compensation shall be noted to this effect, and a copy shall be transmitted to the Finance Department.

3. Employees on Leave of Absence: Employees on leave of absence, for whatever reasons - illness, education, personal or military - shall be notified that their names have been reached for layoff.

Employees shall notify the City of their proper post office address or change of address, and they shall be given a receipt from the City that such notice has been given. The City shall be entitled to rely upon the address shown upon its records for all purposes.

Section 2. Recalls

A. A recall shall be defined as the process by which a laid off or displaced employee is returned to work in the employee's former position, classification or a comparable one of equal or lower pay.

Should an employee be recalled to a comparable position of equal or lower pay, that employee shall have continuing recall rights to his former classification. Recalls shall take precedence over the

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

filling of positions under Article VIII, Promotions.

B. Recalls shall be by order of seniority, provided the employee is able to perform the work required.

C. Employees on the seniority list when recalled to work shall be given five (5) working days advance notice in which to report for work. Failure of an employee to report back to work within five (5) working days of the date of receipt of the recall notice will be considered a voluntary quit on the part of the employee unless the employee requests, in writing, an extension of the recall period. All requests for an extension of the recall period must be received by the Ferndale City Manager's office no later than the 5th working day after the employee is notified of the recall. The City will respond to the request for an extension of the recall period within three (3) working days of its receipt. If an extension is granted, the employee must report to work on the date indicated on the City's response to the employee's request for an extension. If the request for an extension is denied, the employee must report to work within five (5) days of the date the employee receives the City's response to the employee's request for an extension or the employee will be considered as having voluntarily quit. The letter of notification of recall and the letter requesting extension of the recall period attached hereto as Exhibits 2 and 3 shall be used to fulfill the requirements of this provision.

D. In instances in which an employee cannot return to work within the required time limit, the next employee in point of service may be called and may be permitted to work until the senior employee returns.

E. On recall from layoff, should an employee be substituted for by an employee with lesser seniority, contrary to the seniority provisions of this Agreement, the employee adversely affected shall receive compensation as herein provided, or as may be mutually agreed.

The compensation to such employee shall be equal to the employee's rate of pay, times the hours lost during such substitution, provided time lost shall not start sooner than after notification to the City that such substitution exists.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

F. When an employee is called back to work, the Committee shall be given the employee's name, classification, and starting date.

G. Retention of Re-Employment Rights: To remain eligible for re-employment rights, laid off employees must continue to maintain their residency in the City of Ferndale or other approved area, if applicable, unless specific permission to temporarily move out of the City is granted by the City Council. Failure to obtain such approval prior to establishing residency outside the City of Ferndale shall result in removal of the employee's name from the re-employment list.

Section 3. Miscellaneous

A. All layoff and recall notices and notices of disciplinary and discharge action taken and the reasons therefore shall be in writing.

ARTICLE VIII - PROMOTION

Section 1. - A promotion shall be defined as an upward change in a position in the bargaining unit that results in additional compensation for additional duties or responsibilities performed during the regular work day.

Section 2. - The City shall fill promotional vacancies and new positions from the ranks of employees within the bargaining unit, except where the employee's skills do not meet the job requirements as set forth below.

Section 3. - A promotion will be awarded to one of three employees receiving the three highest promotional examination grades, provided each has achieved a minimum passing grade of seventy percent (70%).

Section 4. - The promoted employee shall be given a trial period of no more than six (6) months in order for the City to determine ability to perform the duties and functions of the position. In the event the employee cannot perform the duties and functions of the position within the trial period, he/she shall be returned to his/her former classification.

Section 5. - Upon written request, the City will submit written notice to the employee and the Union as to why an employee who passed the promotional exam was not awarded the position.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

Section 6. - In the promotional examinations for bargaining unit employees, a figure of forty percent (40%) shall be allowed for the written exam, forty percent (40%) for the oral (or skill, or aptitude or performance) exam and twenty percent (20%) for experience and training (seniority).

Section 7. - The standards and percentages set forth in Section 6 above shall be applied irrespective of whether or not the exam is promotional, open competitive, or by public advertisement.

Section 8. - In the event that only a written exam is required, the weight shall be eighty percent (80%) for the written portion and twenty percent (20%) for experience and training.

Section 9. - Points for seniority shall be computed as follows:

A. One-half (1/2) point per year, commencing with the third year of continuous service through the tenth year.

B. One (1) point shall be awarded for each of the next sixteen (16) years of continuous service, up to and including twenty-six (26) years of continuous service, with a maximum of twenty (20) points for seniority credited.

C. No additional points will be granted beyond the twenty-six (26) years of continuous service.

D. If an oral, skill or performance exam is to be required along with the written exam, the job description and posted announcement for said job must contain that information. Otherwise it is assumed that only a written exam will be given.

E. Applicants shall pass the written exam (and oral, skill, aptitude or performance, when applicable) with a total average of seventy percent (70%) before being credited with points for experience and training (seniority).

Section 10. - A promotional vacancy or position within the bargaining unit that becomes open will be posted by Management. Any employee interested in taking an exam for the job will submit a written notice to the Employer within the time specified in the notice, provided the

employee will have at least five (5) working days notice of said examination.

Section 11. Lateral Moves

If a position is vacant, employees within the classification shall have the initial opportunity to apply, based on seniority. Employees receiving a lateral move will be required to hold such jobs for a period of six (6) months before making application to a new position. Once an employee elects to make the lateral move, management may post, or advertise the position being vacated in accordance with the contract.

Section 12. Working Out of Classification

A. Should a permanent employee, when assigned by management, perform the work of a higher classification within the bargaining unit for a minimum eight (8) hour day, the City shall pay such employee the rate applicable to the higher classification which is immediately higher than the employee's regular rate. Any employee shall not be required to temporarily fill a non-bargaining unit position.

B. Should employees perform work in a lower classification, their rate shall continue at their regular classification rate of pay.

C. Supervisory personnel shall not routinely spend a majority of their work day engaged in work activities consistently performed by their subordinates.

ARTICLE IX - DISCIPLINE & DISCHARGE PROCEDURE

Section 1. Definition and Types of Discipline

A. The City retains the right to discipline or discharge employees for just cause.

B. Disciplinary action shall be defined as any action taken by the City against any employee for just cause, including but not limited to violation of Civil Service Rules.

C. Disciplinary action shall be deemed to be corrective in nature and the principle of "progressive" discipline shall be employed by the City in all infractions. Nothing in this section shall prevent the Employer from taking appropriate disciplinary action without regard to

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

progressive discipline when the offense is deemed to be serious in nature. Disciplinary action shall be initiated only on a uniform and impartial basis and shall be consistent with the facts and circumstances surrounding the infraction.

D. Disciplinary action may consist of the following:

1. Oral reprimand.
2. Written reprimand.
3. Suspension without pay.
4. More severe discipline which may mean discharge.

The term "disciplinary action" shall further be defined as any action which would result in a loss of wages, fringe benefits, temporary demotion or change in classification. "Temporary," in this Article, shall not exceed six (6) months.

Section 2. Corrective Counseling

In the interest of fair and expeditious corrective action, an employee who has allegedly committed a violation of a minor nature relating to performance may be interviewed by Management and given corrective counseling. Corrective counseling, even where noted, shall not be considered as disciplinary action.

Section 3. Disciplinary Procedures

A. Disciplinary action shall be in written form stating the alleged violation against an employee. Whenever disciplinary action is taken against an employee which may result in suspension, temporary demotion or dismissal, the employee shall be given a signed copy of the written statement of the charges and specifications, and advising the employee of the right to be represented by a Union official at any conference, interview or hearing at every stage of the disciplinary process.

B. If the Employer has reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public.

C. The written charges and specifications underlying the discipline or discharge shall cite the specific sections of rules and

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

regulations, departmental orders, appropriate law or ordinance, or provisions of this Agreement which the employee is alleged to have violated and a copy will be given to the employee and the Union.

D. Before any disciplinary action is taken against an employee, the employee shall be given an opportunity to make a statement in defense and offer any supporting evidence immediately available to the supervisor who is rendering such discipline.

E. An employee, upon receipt of a written reprimand, is required to acknowledge notice of said reprimand by initials and date. The initials of an employee on a written reprimand shall not be construed as agreement with the charges, but only that the employee has knowledge that such a reprimand is in existence. An employee receiving a written reprimand has the right to have a reply added to the personnel file (Act 397 of 1978) not to exceed five (5) sheets of 8 1/2-inch by 11-inch paper.

F. Personnel files shall be made available by the City for the employee to review upon written request.

G. Following any disciplinary suspension, the affected employee shall be reinstated to the same job or assignment held by the employee prior to such suspension, unless a change of assignment was included as part of the disciplinary action. Should a discharged employee be reinstated, the employee shall be assigned to the same job or assignment held prior to such discharge, if available. If such position is not available, the affected employee, if deemed qualified by the City, may "bump" into any position being held by a lesser seniority employee, or in the alternative, the matter may be resolved by an agreement between the parties as to the placement of the returned employee.

H. The Union shall have the right to take up the suspension and/or discharge as a grievance at the third step of the grievance procedure, and the matter shall be handled in accordance with this procedure through the applicable arbitration provision.

I. After thirty (30) months of satisfactory service, reprimands appearing in an employee's personnel file shall be removed.

Section 4. Discharge of Probationary Employees (New Hires)

It is understood and agreed that no provisions of this Agreement shall infringe upon, or affect in any way, the rights of the City to terminate the employment of any probationary employee for any cause deemed sufficient by the City. In the event of discharge, the City will give due consideration to any representation advanced by the probationary employee in any step of the grievance procedure. However, the City's decision after such consideration shall be final.

The work and conduct of probationary employees shall be subject to close scrutiny and evaluation, and if found to be below the standards satisfactory to the City, the probationary employee may be discharged at any time during the probationary period.

Section 5. Reports

The City may conduct investigations of alleged incidents involving employees and may request that employees submit written statements. Failure of an employee to submit a statement when requested may result in disciplinary action.

ARTICLE X - GENERAL PROVISIONS

Section 1. - There will be a bulletin board placed in a conspicuous place for the use of the Union.

Section 2. - Before the Employer puts new rules in effect, they will be discussed with local Union officers. It is understood, however, that if said new rules are in conflict with the terms of this Agreement, nothing in this Section is to prevent the Union from resorting to the grievance procedure as set forth in this Agreement.

Section 3. - Any employee receiving an injury on the job requiring that person to go home, will receive pay for a full day's work at the regular rate; and if the employee is required to report back on a working day to a physician authorized by the City, said employee will be paid for time lost.

Section 4. - All employees will receive a fifteen (15) minute coffee break during the morning and afternoon hours.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

Section 5. - The Employer agrees that the same right to re-employment which the law affords to selective service employees inducted into the Armed Forces of the nation will accrue to employees voluntarily enlisting in such Armed Forces providing each such employee notifies the Employer of such enlistment when leaving employment.

Section 6.

A. The cost of the printing and distribution of this Agreement shall be shared equally by the Union and the City. Any other City-authorized printing or postage pertaining to Union business shall be invoiced to Local 998.

B. Union officers may use the copy machine for chapter/city related business, including notification of Union meetings, with the understanding all costs will be borne by Local 998, and providing such use does not interfere with City business.

Section 7. - This Agreement shall supersede all prior agreements and incorporate all provisions negotiated and agreed upon.

Section 8. - If, by mutual agreement, the City and the Union negotiate and agree upon supplemental items, any such supplemental agreements shall be attached to and made part of this Agreement.

Section 9. - Any employee who either does, or may, as a part of employment, operate a City-owned motor vehicle must provide proof of a valid Michigan Operator's license to the employee's supervisor. Any change in such status must be reported immediately to the employee's supervisor. Failure to report a status change may result in discipline.

Section 10. - Each employee shall be responsible for notifying the City on "membership and record change" forms, of any change in dependency or beneficiary coverage within thirty (30) days of said change for hospitalization and insurance purposes.

Section 11 - Special Conferences.

A. Special conferences will be arranged between the chapter chairperson and the employer upon the request of either party. Requests for special conferences shall be made within 24 hours of occurrence, and the conference shall be held within ten (10) work days after the request

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

is made. An agenda of the matters to be taken up at the meeting, together with the names of the conferees representing the requesting party, shall be presented at the time the conference is requested. Matters taken up in special conference shall be confined to those included in the agenda. Such conference shall, to the extent possible, be held during working hours.

B. Members of the Union shall not lose time or pay for the time spent in such special conferences and no additional compensation will be paid to such employees for time spent in such conferences beyond regular work hours. A representative of Council #25 may attend the special conferences. Matters of a grievable nature, if not resolved in conference, shall be moved to the appropriate step of the grievance procedure, such step being agreed to in writing by the conferees.

Section 12. - The parties agree as follows: No unit employees will be laid off as a result of the utilization of volunteers by the City to perform activities at the library. However, the City is not required to fill any positions which become vacant through attrition from resignation, retirement or for other reasons. Any such positions will remain in the bargaining unit if and when they are filled.

Section 13. - The City shall pay all costs involved for State-required certification or re-certification of the Building Inspector, with such costs to be approved by the Department Head.

ARTICLE XI - MANAGEMENT RESPONSIBILITY

It is not the purpose of this agreement to infringe upon or impair the normal rights of the City to make and place in effect its decisions concerning the operation of the City of Ferndale.

Section 1. - The City, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and the United States, and the Charter of the City. Further, all rights which ordinarily vest in and are exercised by employers, except as are

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

specifically relinquished in this contract, are reserved to and remain vested in the City, including, by way of illustration and not by way of limitation, the following rights:

A. To manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the control of materials, tools and equipment to be used, and the discontinuance of any service, materials or method of operation.

B. To introduce new equipment, machinery or processes, change or eliminate existing equipment and institute technological changes, decide on materials, supplies, equipment and tools to be purchased.

C. To construct new facilities or to improve existing facilities.

D. To determine the size of the work force.

E. To hire, assign and lay off employees.

F. To permit employees not included in the bargaining unit to perform bargaining unit work when it is necessary for the orderly continuation of municipal services when a bargaining unit member is not available. This shall not be on a permanent basis nor result in the erosion of bargaining unit work.

G. To adopt, revise and enforce reasonable working rules and regulations and to carry out cost and general improvement programs.

H. To determine the qualifications and competence of employees to perform required work.

I. To discipline, suspend or discharge for just cause and to maintain discipline and efficiency of employees.

J. To establish a general policy to provide for training programs designed to improve employee performance, proficiency and career advancement.

K. To hold open or eliminate a position created by a vacancy and not fill vacancies of authorized positions once they have become vacant because of reassignment, retirement, promotion or separation.

L. To determine the amount of supervision necessary on all jobs, assignments or operations.

M. To designate and delegate the Civil Service Board as an agency

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

of the City, and the rules and policies set forth in the Civil Service Rules, as approved by the Ferndale City Commission, 3/26/45, Index #61, shall be continued with the exception of those rules which are expressly covered as provisions in this Agreement.

ARTICLE XII - CONTRACTING OUT WORK

Section 1. - The parties recognize the responsibility of the City to provide services to its citizens in the most economical fashion, and also recognize that in appropriate cases, outside contractors may be employed to perform such services.

Section 2. - In cases where the City deems it necessary to subcontract work out, the Union will have adequate advance notice and full discussion with Management to determine the feasibility of retaining the work within the bargaining unit prior to letting such a contract.

Section 3. - In no event shall any seniority employee be laid off as a direct result of subcontracting until the City has complied with the stipulation in Section 2.

ARTICLE XIII - GRIEVANCE PROCEDURE

Section 1. - Should a difference arise between the City and the Union as to the meaning or application of the Agreement, it shall be settled in accordance with the Grievance Procedure set forth below:

A. The Union may, upon mutual consent, submit a grievance to the level of Management that has the authority to adjust said grievance.

Step 1. Any employee having a grievance shall first take up the matter with the employee's immediate supervisor. If not settled, it shall be discussed with the Committeeperson and shall be reduced to writing and signed by the grievant. Any grievance not submitted within five (5) working days (excluding Saturdays, Sundays and holidays) of its occurrence shall be considered automatically closed.

Step 2. The written grievance shall be discussed between the Committeeperson and the designated supervisor. The applicable supervisor shall give a written decision within five (5) working days

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

(excluding Saturdays, Sundays, and holidays) of receipt of the written grievance.

Step 3. In the event the grievance is not settled in Step 2, it may be appealed to the City Manager within five (5) working days (excluding Saturdays, Sundays and holidays). The City Manager or official designee shall investigate the grievance (which may include the holding of a meeting or hearing) and issue an answer in writing within fifteen (15) working days (excluding Saturdays, Sundays and holidays).

Step 4. Arbitration

Any unresolved grievance which relates to the interpretation, application or enforcement of any specific Article and Section of this Agreement, or any written, supplementary agreement, and which has been fully processed through the last step of the grievance procedure, may be submitted to arbitration in strict accordance with the following:

a. Arbitration shall be invoked by written notice to the other party of intention to arbitrate within fifteen (15) working days from receipt of the Step 3 answer. The appeal will be taken twenty-five (25) working days from the answer provided for in Step 3 by filing with the Federal Mediation Conciliation Service a written request for a list of arbitrators, with a copy of said request filed with the City. The parties shall be governed by the rules of the Federal Mediation and Conciliation Service.

b. The arbitrator shall limit the decision strictly to the interpretation, application and enforcement of this Agreement and shall be without power and authority to make any decision:

(1) Contrary to, or inconsistent with, or modifying, varying, adding to or subtracting from in any way, the terms of this Agreement.

(2) Concerning the discipline or discharge of employees for engaging in a strike, slowdown or stoppage of work who exercise their right under Section 6 of Act 336, as amended by Act 379 of the Public Acts of 1965.

(3) Granting any wage increases or decreases.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

(4) Establishing, deleting, or altering job description and position classifications.

(5) Granting any right or relief for any period of time whatsoever prior to the execution date of the Agreement.

c. The arbitrator shall be without authority to require the City to delegate, alienate or relinquish any powers, duties, responsibilities, obligations or discretion which by law the City cannot delegate, alienate or relinquish.

d. No settlement at any stage of the grievance procedure, except an arbitration decision, shall be a precedent in any arbitration and shall not be admissible in evidence in any future arbitration proceeding.

e. The decision of the arbitrator in a case shall not require a retroactive wage adjustment in another case except by express agreement of the parties.

f. There shall be no appeal from the arbitrator's decision, if made in accordance with the jurisdiction and authority under this Agreement. The arbitrator's decision shall be final and binding on the City, on the employee or employees, and on the Union. The arbitrator shall submit the decision in writing within thirty (30) days after conclusion of hearings.

g. The expense of the arbitrator shall be shared equally by the parties. The aggrieved and the aggrieved's local representative shall not lose pay for time off the job while attending the arbitration proceedings.

Section 2. - No claim for back wages shall exceed the amount of wages the employee would otherwise have earned at the individual's rate, less any compensation received from any source of employment or unemployment compensation received during the period in question.

Section 3. - Should either the Union or the City experience difficulty in complying with the time limits as prescribed in this Article, a reasonable extension of time may be requested by the party requiring

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

such additional time. The granting of such request shall not be unreasonably withheld by the other party.

Section 4. - Any grievance not appealed from a decision in one of the steps of the above procedure to the next step as prescribed shall be considered dropped. The City shall be authorized by this procedure to file grievance against the Union.

Section 5. - An agreement reached between Management and the Committee is binding on all workers affected and cannot be changed by an individual.

ARTICLE XIV - LEAVES

Section 1. Vacation

A. All permanent, employees hired before March 8, 1980 who have been continuously employed for a period of one (1) or more years prior to such vacation period will be entitled to vacation with pay according to the following schedule:

<u>Years of Service</u>	<u>No. of Days Vaction</u>
1	5
2	10
5	15
10	20
11	21
12	22
13	23
14	24
15	25
16	26
17	27
18 (and beyond)	28

B. All permanent, full-time employees hired after March 8, 1980 and before March 8, 1995 who have been continuously employed for a period of one (1) full year or more prior to such vacation period will be entitled to a maximum of 25 vacation days per year following the schedule identified in Section 1.A above.

C. All permanent, full-time employees hired after March 8, 1995 who have been continuously employed for a period of one (1) full year or more prior to such vacation period will be entitled to vacation with pay according to the following schedule:

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

<u>Years of Service</u>	<u>No. of Days Vacation</u>
1	5
2	10
5	15
10 (<u>and beyond</u>)	20

D. For the purpose of determining vacation for permanent, full-time employees, the time interval of one year shall commence from the first day the employee is placed on probationary status as an employee.

E. Employees of the bargaining unit will be allowed vacation selection by seniority within each department.

F. Vacations will, as far as possible, be granted at times most desired by employees, but the final right to the allotment of vacation periods is exclusively reserved to the Employer. The number of employees allowed vacation at one time shall be restricted only insofar as it does not affect the orderly operation of the City.

G. Deduction of Vacation in the Case of Hospitalization

An employee who is hospitalized for an illness or an accident occurring during the time of a regularly scheduled annual vacation leave shall not have the time deducted from annual vacation leave for the hours that normally would have been spent working. The time will be deducted, however, from the employee's accumulated sick leave bank and the vacation will be rescheduled.

An employee may elect and so notify the City's Management to deduct annual vacation time as sick leave.

Section 2. Personal Days

A. For the purpose of determining personal days, the time interval shall be upon completion of ninety (90) working days.

B. Full-time employees shall be entitled to three (3) personal days per year.

Said personal days are not accumulative and must be taken in the year they are granted or will be forfeited. Employees taking personal days must notify their supervisor at least 24 hours in advance. If employees fail to provide 24-hour notification, the

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

supervisor may or may not approve the personal day.

C. Permanent, full-time employees may utilize a personal day in conjunction with a paid holiday or vacation day.

D. Personal days may be taken in units of two (2) hours or more.

Section 3. Paid Holidays

A. No employee shall be eligible to be paid for holidays not worked until the employee has been in the employ of the City for 90 calendar days.

B. The employer agrees to pay permanent employees for the following holidays not worked:

New Year's Day
Martin Luther King, Jr. Day (beginning in 1996)
President's Day
Good Friday
Memorial Day (or day Memorial Day is celebrated)
Independence Day
Labor Day
Thanksgiving Day
Day following Thanksgiving Day
Christmas Eve
Christmas Day
New Year's Eve

For the above days employees will be paid eight (8) hours pay at their regular hourly rate.

C. If any of the above holidays fall on a Saturday, the preceding Friday shall be celebrated as the holiday; if on Sunday, the following Monday will be celebrated as the holiday, and the employee will be paid for such day(s).

Section 4. Sick Leave

A. The provisions contained within section 4(A) shall apply only to those employees specifically identified in Exhibit 1 attached to this agreement.

1. Paid sick leave benefits for members of the bargaining unit shall commence upon completion of three (3) full calendar months from the date of the employee's first day of work. There shall be no pro-ration for part of a month.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

2. Accumulation and Use - Paid sick leave shall be credited with one (1) eight-hour day per month, allowing twelve (12) days maximum per year and a maximum accumulation of sixty (60) days.

3. Control Program - A sick leave control program shall be continued whereby full-time and permanent employees identified in Exhibit 1 shall be entitled to receive a proportionate amount of unused sick time accrual, subject to the following provisions:

a. Employees entitled to this benefit shall be required to have a sick leave bank amounting to sixty (60) days, or four-hundred eighty (480) hours, on June 30th of each contract year.

b. Employees qualifying for this benefit above shall be paid one hundred percent (100%) of unused sick leave in excess of two (2) days earned during the preceding calendar year. Said payment shall be made on November 15th of each fiscal year, calculated on usage during the prior fiscal year.

c. Employees not having sixty (60) day bank accumulation on June 30th of any contract year shall not be entitled to receive any benefits for that year.

d. The proportionate payment shall be computed by deducting any sick leave usage from the maximum ten (10) days benefit on an hour-for-hour basis. Payment shall be made on the basis of 100% of the unused sick leave as computed pursuant to this Section.

B. The provisions contained within Section 4(B) shall apply to all full-time, permanent employees except those specifically identified in Exhibit 1 attached to this agreement, including all full-time, permanent employees hired after the date of ratification of this agreement.

1. Paid sick leave benefits for members of the bargaining unit shall commence upon completion of three (3) full calendar months from the date of the employee's first day of work. There shall be no pro-ration for part of a month.

2. Accumulation and Use - Beginning on July 1, 1995 and on July 1 of each year thereafter, each full-time permanent employee will be credited with nine (9), eight (8) hour sick leave days per fiscal

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

year, which may be used by the employee between July 1 and June 30 of the following year, allowing a maximum accumulation of sixty (60) sick leave days. Credit for sick leave will be pro-rated in the first and last fiscal year an employee works for the City.

3. Control Program - Beginning on July 1, 1995, a sick leave control program will be initiated whereby full-time, permanent employees shall be entitled to receive payment for a proportionate amount of unused sick time accrual, subject to the following provisions:

a. To qualify for this benefit, employees will be required to have thirty (30) days (two-hundred forty [240] hours) in their sick leave bank on June 30th of each fiscal year. Each employee may accumulate up to a maximum of sixty (60) days (four hundred eighty (480) hours) in their sick leave bank under this program.

b. Employees who qualify under "a" above shall be paid \$120.00 for each complete day of unused sick leave credited to the employee during the preceding fiscal year, up to a maximum payment under this program of five (5) days (\$600.00) in any single year. An employee may take off up to 16 hours of sick leave per fiscal year without reducing the maximum payment available under this program. After an employee takes off sixteen (16) hours of sick leave in a fiscal year, the amount an employee will be paid under this program will be reduced from \$600.00 by \$120.00 for each day or fraction of a day the employee takes off in sick leave. Use of any fraction of a sick leave day will be deemed as use of a full sick leave day for purposes of computing payment for unused sick leave available under this program. Sick leave hours which are unused or uncompensated for under this program will be credited to the employee's sick leave bank until said bank contains four hundred and eighty (480) hours. Payments under this program will be made in November of each year, calculated based on the employee's use of sick leave during the preceding fiscal year. Between March 1, 1995 and June 30, 1995, employees will be permitted to earn one sick leave day per month in the same manner sick leave is earned under Section 4.A. above.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

C. Accumulated Days Prior to January 1, 1981

1. Employees hired prior to July 1, 1975, shall have their sick leave bank "frozen" as of January 1, 1981 and shall be entitled to receive payment of 50% of said frozen time upon death or layoff, or with proper notice upon resignation or retirement. Provided, however, if any "frozen" time is used subsequent to January 1, 1981, such time shall be permanently deducted from the sick leave bank.

2. Employees hired on or after July 1, 1975 shall not be entitled to any payment of their sick leave bank upon their death, layoff, resignation or retirement.

D. If an employee dies prior to May 31st of any calendar year and be entitled to receive a proportionate sick leave control payment and/or a payment of the "frozen" bank, such benefit shall be paid to the deceased employee's estate.

E. Use of sick leave days is for the purpose of employee illness and is to be used with discretion.

F. Sick leave may be used for an illness in the employee's immediate family which requires the presence of the employee. Such leave shall not exceed three (3) working days.

G. Misuse of sick leave may be cause for disciplinary action.

H. Employees will be allowed to use sick leave in increments of one (1) hour.

I. Employees reporting illness must advise their supervisor within fifteen (15) minutes of the starting time of their service day.

J. Sick Leave Extension Policy

Upon recommendation of the Appointing Authority, the City Council may approve the extension of sick leave for an employee beyond the employee's credited sick leave time in accord with the following schedule:

<u>Service As A Full Time Employee</u>	<u>Maximum Extension</u>
1 Year to Less than 5 Years	20 Working Days
5 Years to Less than 8 Years	30 Working Days
8 Years to Less than 12 Years	45 Working Days
12 Years to Less than 20 Years	60 Working Days
20 Years or More	90 Working Days

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

It is anticipated that the Appointing Authority will evaluate the request for sick leave extension prior to bringing it before the City Council and make recommendations both as to approval of the extension and the length of the extension, based upon past performance of the employee.

1. In the event of such leave extensions granted by City Council, all other time off provisions will not accrue during such leave time.

Section 5. Sick Policy and Procedure

A. Whenever an employee is absent for a period in excess of three (3) consecutive working days, said employee may be required to provide medical certification as to fitness to return to work. Such certification shall be at the employee's expense and from a doctor of the employee's choosing. The City may employ a physician of the City's choosing and, at the City's expense, examine such employee for the purpose of determining the nature of the injury or illness. Provided, however, that where the department head may have personal knowledge or information concerning the employee's illness or injury, the requirement of medical certification may be waived by said department head.

B. Whenever any employee becomes ill or injured while in the employ of another employer or while the employee is self-employed, and such injury or illness is compensable under the Michigan Workers Disability Compensation Act, then, and in such event, the employee shall not be eligible for sick leave benefits through the City.

C. Employees shall not be permitted to substitute other types of leaves for sick leave unless specifically requested by the employee and authorized by the department head, except as allowed by Section 1(e) of this Article.

D. The City may require a physical examination at the City's expense of any employee when, in the opinion of the department head, there is a question of the employee's physical ability to perform assigned work. An employee refusing to submit to such physical examination shall be suspended without pay or benefits forthwith until

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

said employee complies with such directive.

E. In the event that a city employed physician shall deem an employee disabled or otherwise unfit for duty, and such determination is disputed by the employee, the employee may employ a physician to make a determination as to fitness for service. In the event that the employee's physician and the City's physician disagree concerning the employee's disability, said physicians shall jointly appoint another physician whose determination shall be final and binding on all parties. The expense of such physician shall be shared equally between the City and the employee.

Section 6. Military Leave

A. Leaves of absence without pay shall be granted to any full-time, regular employee who is inducted into or volunteers for the Armed Forces of the United States for training or service.

B. Said leave of absence shall be for the duration of required service and, if necessary, for a longer period of time following actual service, to be decided by Management.

C. Upon termination of such military service, or at any time during the period decided by Management following service, the employee shall have the right to return to the position vacated, provided the position still exists. If not, to a similar job, if available, providing the employee is still qualified.

D. If the employee is unable to return to the position within ninety (90) days following discharge, it shall be within the discretion of Management as to the length of time the position shall be held open. Such employees shall not suffer any loss of seniority or demotion.

E. Vacancies resulting from military service leaves granted shall be filled only on a temporary basis.

Section 7. Funeral Leave

A. In case of death in the immediate family of a full-time employee, funeral leave with pay may be granted for a reasonable period under the circumstances.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

B. For the purpose of this Agreement, a reasonable period shall be defined as three (3) working days.

C. If said funeral is over 200 miles from home, the reasonable length of time may be increased to five (5) working days.

D. "Immediate family" is defined as spouse, children, parents, parent-in-law, brother, sister, brother-in-law, sister-in-law, grandchildren, grandparents, spouse's grandparents, or relative living in the same household.

Section 8. Maternity Leave

A. An employee who becomes pregnant must notify her department head of her condition no later than the beginning of the fourth month of pregnancy.

B. Each month of pregnancy, starting with the fourth month, the employee must supply the department head with a statement from the attending physician stating that the physician knows the nature of the employee's duties with the City and allows the employee to continue carrying out these duties with the City from month to month. The personnel office will supply forms.

C. A copy of this statement should be included as part of the employee's file in the personnel office.

D. In no case should the employee be allowed to continue as a City employee without the employee's physician's permission.

E. Maternity leaves without pay may be granted to regular full-time employees with six (6) months or more of continuous service.

F. Maternity leave shall be granted in accord with Section 14 of this Article.

Section 9. Jury Duty

An employee called for jury duty or subpoenaed as a witness shall receive the difference between jury pay or witness fees and regular wages during the time required to serve.

Section 10. Leave of Absence Without Pay

A. Except as otherwise provided, a leave of absence without pay and benefits may be granted to a full-time, permanent employee for a

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

period not to exceed one (1) year, provided that said employee has filed a written application with the City.

B. Management shall review each written request for leave and such leave shall be granted only when it will not result in undue prejudice to the interest of the City as an Employer beyond any benefits to be realized.

C. No leave of absence shall be granted to any employee with less than six (6) months service or within ninety (90) days from reinstatement on return from layoff.

D. No leave will be granted for the purpose of permitting employment with another employer or to be self-employed, except as provided in Section 11 of this Article.

Section 11. Union Leaves

A. Any employee elected or appointed as a Union officer to any labor activity which necessitates an extended leave of absence shall be granted such leave without pay and benefits for as long as the employee holds said office or is involved in said activity for a period not to exceed one year. No more than one person shall be on an extended leave at one time.

B. Union members consisting of the chairperson, vice chairperson, secretary, steward or elected delegates shall be granted time off without pay to attend AFSCME or AFL-CIO conventions so long as said absence does not affect the orderly operation of the City.

Section 12. Absence Without Leave

A. Any absence of any employee from duty, including any absence for a single day or part of a day, that is not authorized by a specific grant of leave of absence shall be deemed to be an absence without leave.

B. Any such absence shall be without pay and the employee may be subject to disciplinary action.

C. In the absence of such disciplinary action, any employee who is absent for three (3) consecutive working days without notifying the City or without justifiable reason shall be deemed to have resigned.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

Such absence may be covered by a subsequent grant of leave if approved by Management.

Section 13. Failure to Report After Leave Termination

Failure of an employee to report at the expiration of any leave of absence, or an employee giving a false reason to obtain a leave of absence, shall constitute automatic termination of employment, except as Management may extend such leave.

Section 14. Family and Medical Leave Act

Effective August 5, 1993, an employee with one year seniority and who has worked at least 1250 hours during the past year may be granted an unpaid leave of up to twelve (12) weeks for one of the following:

Birth of a child

Placement of child for adoption or foster care

Caring for a spouse, child or parent with serious health condition.

Serious health condition of the employee.

Employees taking a family and/or medical leave under the Act will be required to give Management thirty (30) days notice when possible and will be required to use up all paid vacation, personal days and/or sick leave, if available, before using the unpaid leave.

ARTICLE XV - HOURS OF WORK

Section 1. - The standard work day will be no more than eight (8) hours.

Section 2. - The standard work week will be no more than five (5) days in any period of seven (7) consecutive days.

Section 3. - Employees will receive compensatory time off at the rate of time and one-half for all work in excess of forty (40) hours in any consecutive seven (7) day period, provided that such time off is taken within six (6) months of the time it is earned. If said time off is not taken, it will be forfeited.

Section 4. - The meal period each work day shall be one (1) hour.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

Section 5. - Individual work schedules shall be established between the employees and the employer in the best interest of both parties, but shall not impair the continuous operation of the respective department.

The Employer may establish daily work schedules for employees that are different from the normal starting and quitting times enumerated in Section 6 of this Article.

Section 6. - The standard work day will be as follows:

- A. City Hall, including the Police Department: 8 a.m. to 5 p.m., Monday through Friday.
- B. Library: Hours shall fall within the time frame of 9 a.m. to 9 p.m., Monday through Friday, and 9 a.m. to 6 p.m. on Saturday, in accordance with Sections 1 and 2 of this Article.
- C. During the week of Thanksgiving only, the standard library work week shall be Monday through Friday.
- D. Library employees shall not be required to operate the library with only one employee present. Library personnel shall contact the City immediately to notify Management in the event only one employee is present.

Section 7. Overtime

A. Employees may, with advance approval of the City Manager, be paid at the rate of time and one-half for all hours worked in excess of eight (8) hours in one day or more than forty (40) hours in any consecutive 7-day period.

B. Overtime work shall be uniformly offered, based on ability to perform, and shall be voluntary, except in the event of emergencies. The employer will not discriminate against any employee who declines to work overtime.

ARTICLE XVI - WAGES AND SALARIES

Section 1.

A. Ratification Bonus: Within 30 days of ratification of this agreement, all permanent, full-time employees, with the exception of those excluded pursuant to paragraph (B) below, will receive a one time ratification bonus payment in the amount of one thousand dollars

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

(\$1,000.00). All permanent part-time employees, except those excluded pursuant to paragraph (B) below, will receive a lesser one-time bonus payment within 30 days of ratification in an amount equal to the pro-rated share of \$1,000.00 which reflects that percentage arrived at by comparing the number of hours the part-time employee worked from March 8, 1994 through March 8, 1995 to 2,080. (e.g., if the employee worked 1,040 hours between March 8, 1994 and March 8, 1995 (50% of 2,080), the employee will receive 50% of \$1,000.00 or a \$500.00 bonus).

B. Employees Excluded from Receiving a Bonus: It is expressly understood and agreed between the parties that no employee, either part-time or full-time, hired after March 8, 1995 is eligible to receive any salary bonus under this agreement. It is further agreed that no employee, either part-time or full-time, who is off work on either Leave of Absence Without Pay status, Worker's Compensation disability status or Military Leave as of the date of ratification of this agreement will receive any salary bonus under this agreement.

Section 2.

A. The salary schedule attached to this agreement and identified as Schedule A applies to all employees hired before March 8, 1995 and shall be in effect for the period beginning July 1, 1993 and ending December 31, 1994.

B. The salary schedule attached to this agreement and identified as Schedule A-1 applies to all employees hired before March 8, 1995 and shall be in effect for the period beginning January 1, 1995 and ending December 31, 1995.

C. The salary schedule attached to this agreement and identified as Schedule A-2 applies to all employees hired before March 8, 1995 and shall be in effect for the period beginning January 1, 1996 and ending June 30, 1996.

D. The salary schedule attached to this agreement and identified as Schedule B-1 applies to all employees hired after March 8, 1995 and shall be in effect for the period beginning January 1, 1995 and ending December 31, 1995.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

E. The salary schedule attached to this agreement and identified as Schedule B-2 applies to all employees hired after March 8, 1995 and shall be in effect for the period beginning January 1, 1996 and ending June 30, 1996.

ARTICLE XVII - LONGEVITY PAY

Section 1. All employees hired on or after January 14, 1985 shall not be eligible for any longevity payment as enumerated herein.

All employees hired prior to January 14, 1985, having completed five or more years of continuous service shall be eligible to receive longevity pay.

Semi-annual payments for longevity will be paid to the employee in July and December of the calendar year on the basis of:

A. Two (2) percent of their base pay (excluding overtime and premium pay) after the completion of five (5) years of service.

B. Four (4) percent of their base pay (excluding overtime and premium pay) after the completion of ten (10) years of service.

C. Six (6) percent of their base pay (excluding overtime and premium pay) after the completion of fifteen (15) years of service.

D. Eight (8) percent of their base pay (excluding overtime and premium pay) after the completion of twenty (20) years of service.

E. Ten (10) percent of their base pay (excluding overtime and premium pay) after completion of twenty-five (25) years of service.

Section 2. - Any employee who completes 5, 10, 15, 20 or 25 years of service on or before July 31st and is on the payroll as of July 1st will be eligible for 1/2 of the longevity payment in July and each successive semi-annual payment in July thereafter.

Section 3. - Any employee who completes 5, 10, 15, 20 or 25 years of service on or before December 31st and is on the payroll as of December 1st will be eligible for 1/2 of the longevity payment in December and each successive semi-annual payment in December thereafter. Provided, however, employees returning from any leave and otherwise qualified will

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

have their longevity payments pro-rated according to actual time worked.
Section 4. - During the contract year in which an employee retires under one of the City's retirement plans, the employee shall be entitled to receive, at the time of retirement, a pro-rated portion of the longevity.

Section 5. - All longevity compensation is subject to deduction for income tax, retirement and social security benefits.

Section 6. - The maximum longevity payment that any eligible individual shall receive in any contract year shall be \$2,200.

ARTICLE XVIII - HOSPITALIZATION, DENTAL, GROUP AND OPTICAL INSURANCE

Section 1. - Hospitalization Insurance. Each full-time, permanent employee will be provided with Blue Cross-Blue Shield hospitalization insurance with a PPO rider, or the equivalent plan of such insurance, under the Family Plan of the Michigan Hospital and Michigan Medical Services known as MVF-1 with an MM1 rider and a \$10.00 Prescription Drug Rider. All employees hired after February 22, 1995 will receive coverage for prescription drugs only as it is provided through the MM1 rider identified above.

Any employee who chooses to not be covered by the City's current medical insurance plan will be paid \$200.00 per month (\$2,400.00 per year) for such period as he or she does not participate in the City's insurance plan. Such payments are not includable in the calculation of final average compensation for retirement benefit purposes. Employees will be allowed to re-enter the City program with thirty (30) day advance written notice and waiver of future monthly payments.

Section 2. Dental Insurance.

The Employer will provide to each employee, for the employee and the employee's dependents, a plan of dental insurance. The plan shall provide benefit levels referred to in the Blue Cross-Blue Shield Group #00426 as generally described in "Comprehensive Preferred Plan with Rider CR/MBL Series B-77", or the equivalent of such insurance.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

Section 3. - In the event that Management wishes to change the insurance carrier, the Union shall be consulted and given an opportunity to review the terms and benefits of the insurance plans available before such change takes place.

Section 4. - Life Insurance

A. Each permanent, full-time employee will be provided a Group Life Insurance Policy having a face value of Twenty Thousand Dollars (\$20,000) which shall be reduced to Five Thousand Dollars (\$5,000) upon retirement.

B. The Employer shall pay the employee's share of the premiums.

C. Employees covered by this Agreement may, if they so desire, sign an authorization card and be provided with an additional Four Thousand Dollars (\$4,000) of life insurance value to be paid at the employees' expense by payroll deduction.

Section 5. - Optical Insurance

Employees shall be reimbursed a maximum of fifty dollars (\$50) a year for optical service. Reimbursement will be made to the employee for any optical service extended to the employee or the employee's family after submission of a paid receipt.

ARTICLE XIX - DUTY DISABILITY

Section 1. - The provisions of the Workers' Compensation Act of the State of Michigan shall apply in all accidents and injuries to employees in their line of duty.

Initial Step: Responsibility of Employee:

A. All injuries, no matter how slight, must be reported the day the injury occurs, either to the Employer, immediate supervisor, or department head.

B. In case of compensable injuries, an employee is required to go to doctors designated by the Employer or its insurance carriers.

C. The provisions of the Workers' Compensation Act of the State of Michigan shall apply to all injuries and accidents to employees in their line of duty.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

D. The first sixty (60) calendar days of an employee's absence as the result of compensable injury sustained in the line of duty will not be deducted from the employee's sick leave bank and will be compensated at full pay.

E. After sixty (60) calendar days have expired, the Employer will pay the full salary of the employee, at his option, which shall be pro-rated between the sick leave bank and Workers' Compensation payments.

Section 2.

A. Sick time and Workers' Compensation will continue until the day the banked sick time of the employee runs out. The Employee will, during this time, be issued two (2) separate paychecks: a Workers' Compensation check, and a regular pay check making up the difference between Workers' Compensation payment and full pay.

B. The employee's banked time shall be charged at the same percentage rate as is the Employer's contribution to the employee's full pay.

NOTE: Workers' Compensation monies received are NOT listed as income whenever City figures Federal income and State income taxes. Workers' Compensation monies are also NOT figured as part of the pension.

Also: NO deduction of any kind can be taken out of Workers' Compensation checks, such as Co-Op deductions, union dues, etc.

Section 3. - Sick leave and Workers' Compensation will continue until an individual's banked sick time runs out. Workers' Compensation then continues alone, except that during the time an employee is off, the employee shall still be credited with current monthly sick leave accrued and will be eligible for holiday pay.

ARTICLE XX - MILEAGE

Section 1.

A. Employees using their personal vehicle regularly for City

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

business shall be paid forty-five dollars (\$45.00) per month.

B. Employees using their personal vehicles occasionally for City business shall be paid at the rate of 20 cents (\$.20) per mile.

C. Part-time employees using their personal vehicles regularly for City business shall be paid twenty-two dollars and fifty cents (\$22.50) per month or 20 cents (\$.20) per mile provided they can document that they have driven more than 112.5 miles during any month.

ARTICLE XXI - PENSION CONTRIBUTION

Section 1. - The employee pension program is set forth in detail in Chapter XIXA, as amended, of the Charter of the City of Ferndale. The Employees Retirement System plan is a "contributory plan." Article VII, Section 2(b) of Chapter XIXA, pertaining to member's contribution, is hereby revised, effective July 1, 1978, that contribution be reduced to one percent (1%). Effective July 1, 1979, to be non-contributory.

Effective January 1, 1988, the amount of the initial contribution shall be 4.2% for the increased annuity factor from (1.7%) to (2.0%) and each year thereafter the contribution shall be determined annually by the City's Actuary.

Until September 21, 1990, any employee may refrain from making future employee contributions. Any employee who makes this selection shall remain at the 1.7 annuity factor and shall forfeit the increased 2% annuity factor. Any employee who forfeits the increased 2% annuity factor shall be paid the employee's accumulated contributions, which shall be the equivalent of the employee's contributions made after January 1, 1988. Employees who continue to make contributions, and who later resign or are discharged, shall have the right to withdraw accumulated contributions equivalent to their contributions made after January 1, 1988.

Section 2. - Monies contributed by the Employer on behalf of the employee shall remain in the "Employer's Contribution Share" of the retirement system. Any monies to be refunded to an individual at the time of either resignation or discharge would only be the accumulated

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

contributions of the employee paid in prior to July 1, 1978 and the one percent (1%) contributions paid from July 1, 1978 through June 30 1979.

ARTICLE XXII - RETIREMENT

The employee pension program is set forth in detail in Chapter XIXA, as amended, of the Charter of the City of Ferndale.

Section 1. - Amend Article VI, Part C, Death Benefits, Section 2 - Effective July 1, 1978 - "Provide surviving spouse with automatic Option 2 pension if employee with ten (10) or more years of City service passes on while an employee of the City." Remainder of Section 2 to remain unchanged.

Section 2. - Amend Article VI, Part A, Age and Service Retirement, Section 3 - Effective July 1, 1978 - "Provide ten (10) year vesting in the pension system and draw at age sixty (60)." Remainder of Section 3 to remain unchanged.

Section 3. - Amend Article VI, Age and Service Retirement, Part A, Section 1 - Effective January 1, 1980 - add (C) "Any employee with thirty-three (33) years of City service and membership in the retirement system having attained age fifty-five (55) may draw a pension."

Section 4. Annuity Factor

A. Amend Chapter XIXA, City Charter, Article VI, Age and Service Retirement, Section 2(a) (2) multiplied by the sum of 1.7 percent of his final average compensation, effective July 1, 1984.

B. Effective January 1, 1988, the annuity factor shall be increased from 1.7% to 2.0% of the final average compensation. The employees agree to pay the cost of the increased annuity factor from (1.7%) to (2.0%) and the initial cost is understood to be 4.2%. Each year thereafter, the employees' contribution shall be determined annually by the City's Actuary.

C. Employees may elect NOT to contribute for the increased annuity factor until September 21, 1990; and, therefore, shall receive a 1.7% annuity factor of final average compensation for retirement.

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

ARTICLE XXIII - ICMA

Each member of the bargaining unit shall have the right to participate in the City's Deferred Compensation Program, which is more commonly referred to as the ICMA Plan.

ARTICLE XXIV - TERMINATION, RENEWAL & MODIFICATION

Section 1. - This Agreement shall become effective as of the date of execution, and will remain in full force and effect until June 30, 1996. Not more than one hundred twenty (120) days nor less than one hundred (100) days prior to the termination thereof, as herein provided, either party may, by written notice to the other party, request negotiations for renewal and modification, or a new Agreement. Failure to submit such timely notice shall mean that this Agreement shall continue in full force and effect on an annual basis unless and until timely notice is submitted.

Section 2. - Upon receipt of notice to negotiate, both parties shall enter into collective bargaining for the purpose of arriving at a just settlement of all issues by the expiration date. In the event the parties have been negotiating in good faith, but no agreement is reached by July 1st, this Agreement shall continue in full force and effect on a day-to-day basis, subject to a ten (10) day written notice from either party to terminate this Agreement. Notice must be by registered or certified mail, receipt requested.

IN WITNESS WHEREOF, the parties hereto have, by their duly authorized representative, signed and sealed this Agreement on the 13th day of April, 1994.5

FOR THE AMERICAN FEDERATION
OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES UNION, LOCAL 998
(AFL-CIO AND COUNCIL 25)

FOR THE CITY OF FERNDALE

Sharon M. Myers-Kupak

Clay Bryant

Carolyn J. Givley

Ken Fink

Therese C. Chelso
Braniff Smith

LETTER OF UNDERSTANDING NO. 1

RETIREMENT/PENSION BUYOUT OPTION

During the negotiations of this contract the parties agreed to allow qualified employees to opt for early retirement pursuant to a Retirement/Pension Buyout program outlined below:

Rules Governing the Pension Buyout

1. Proposal waives current age and service requirements only for those employees who actually retire under this Retirement Buyout Option.
2. The option will be available only to those employees who have attained 22 years of credited service with the City by or before June 30, 1996.
3. In order to qualify for this option and retire with benefits immediately payable, an employee must have attained a minimum of 25 years of service credit with the City, including years of service which the employee may purchase as provided herein.
4. To be eligible, employees must exercise their option to take advantage of this program by signing a form reflecting their desire to do so no later than April 15, 1995.
5. Participants may purchase a maximum of three (3) service years at a cost, to be borne by the employee, of 5% of the employee's FAC for each year purchased.
6. Employees who retire immediately and elect to purchase additional service years will pay for years purchased in a single lump sum payment to the City. Those employees who purchase additional years and remain employed can make payment through payroll deduction. Said payments to the City shall be completed no later than the last day of work.
7. Employees who have retired or who do retire between July 1, 1993 and April 15, 1995 will be allowed to retain a \$3.00 drug card as part of their retirement hospitalization coverage.

Clyde Bryant
Shelene M. Hayes-Drupada

John Chabod
Bruce Smith

LETTER OF UNDERSTANDING NO. 2

RECLASSIFICATION OF RECEIVING TELLER

PAY ADJUSTMENT FOR CODE ENFORCEMENT OFFICERS

A. The parties acknowledge that through the process of negotiation, the job classifications of Receiving Teller I and Receiving Teller II shall be eliminated and hereinafter combined into a newly created job classification designated as, "Receiving Teller". The job description and responsibilities for the newly created position will be as described in the revised job description attached hereto. The new job classification and appropriate pay adjustments will take effect at the earliest possible date after ratification of this agreement and after approval and implementation of this reclassification by the Ferndale Civil Service Board, and will affect all present and future employees performing the duties of the former Receiving Teller I or II classifications, with the exception that the current Receiving Teller II will retain that title and continue being compensated (with negotiated adjustments) at the salary rate attendant to the current Receiving Teller II's position until she vacates the position. The parties acknowledge the wage scale for the new Receiving Teller position has been negotiated and agreed upon by the parties and is reflected in the salary schedules attached to this agreement.

B. The parties further acknowledge specific salary adjustments were negotiated and agreed upon regarding the Code Enforcement Officer's positions. Negotiated pay adjustments for those positions will become effective in the first pay period after this agreement is ratified by both parties. No retroactive pay is applied to pay adjustments negotiated for those positions. The parties agree the less senior of the two current Code Enforcement Officers will, as of the date this contract is ratified by both parties, be compensated at the salary rate applicable to an employee with two years of credited service as reflected in salary Schedule A-1 attached hereto.

Clayton Bryant

Sharon M. Myers-Kupnik

By: [Signature]
Brian Smith

LOCAL 998 - CONTRACT JULY, 1993 - JUNE, 1996

EXHIBIT I

(RE: ARTICLE XIV, SECTION 4.A.)

Dorothy Behrens
Carole Bookmiller
Marsha Mellert
Ruth Ann Richter

CITY OF FERNDALE
 LOCAL 998
 FYE - 6/30/94-96 CONTRACT

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WAGE SCHEDULE A
 HIRED BEFORE MARCH 8, 1995

EFF.7/1/93 THRU 12/31/94 Classification	ANNUAL START	6 MO.	1 YR.	2 YR.	3 YR.
Account Clerk I	19,450	20,423	21,444	22,517	23,642
Account Clerk II	20,839	21,881	22,975	24,124	25,330
Account Clerk III	22,081	23,185	24,345	25,562	26,839
Accountant	26,783	28,122	29,528	31,004	32,554
Animal Control Officer	23,531	24,708	25,943	27,240	28,602
Assessor, Deputy (Res)	26,783	28,122	29,528	31,004	32,554
Bldg Inspector	31,041	32,592	34,222	35,934	37,729
Bldg Inspector, Asst	28,630	30,060	31,564	33,143	34,800
Clerk I	18,444	19,367	20,335	21,351	22,420
Clerk Typist I	19,450	20,423	21,444	22,517	23,642
Clerk Typist II	20,574	21,602	22,683	23,817	25,008
Clerk/Stenographer	19,272	20,236	21,247	22,310	23,425
Code Enforcement Officer	19,654	20,636	21,668	22,752	23,889
Computer Oper/Programmer	21,280	22,344	23,462	24,634	25,866
Data Entry I	19,450	20,423	21,444	22,517	23,642
Data Entry II	20,574	21,602	22,683	23,817	25,008
Electrical Inspector	29,413	30,884	32,428	34,050	35,752
Engineering Aide I	20,159	21,167	22,225	23,336	24,503
Engineering Aide II	21,873	22,967	24,115	25,321	26,587
Engineering Technician	26,634	27,965	29,364	30,832	32,374
Housing Inspector	27,847	29,239	30,702	32,236	33,848
Housing/Heating Insp	29,413	30,884	32,428	34,050	35,752
Librarian, Adult Svc	24,148	25,356	26,623	27,954	29,352
Librarian, Catalog	24,148	25,356	26,623	27,954	29,352
Librarian, Children's	24,148	25,356	26,623	27,954	29,352
Librarian, Reference	24,148	25,356	26,623	27,954	29,352
Library Aide	19,035	19,987	20,986	22,035	23,137
Library Assistant	20,613	21,644	22,726	23,862	25,055
Library Circ.Coord.	22,446	23,569	24,747	25,984	27,284
Personnel Clk/Mach.Oper.	22,406	23,525	24,702	25,937	27,234
Plan'g/Urban Renewal,Asst	24,002	25,202	26,463	27,786	29,176
Plumbing/Heating Insp	29,413	30,884	32,428	34,050	35,752
Police Records Coord.	22,592	23,721	24,907	26,153	27,461
Public Wks Bookkeeper	27,077	28,430	29,852	31,345	32,913
Receiving Teller I	19,450	20,423	21,444	22,517	23,642
Receiving Teller II	20,484	21,508	22,583	23,712	24,898
Recreation Supr II	29,979	31,479	33,052	34,704	36,441
Recreation Supervisor	23,531	24,708	25,943	27,240	28,602
Relocation Officer	26,783	28,122	29,528	31,004	32,554
Secretary	22,702	23,837	25,029	26,281	27,594
Sports/Rec Aide	17,085	17,940	18,836	19,779	20,767
Switchboard Operator	19,095	20,049	21,052	22,104	23,210
Treasurer, Deputy	26,783	28,122	29,528	31,004	32,554
Water Office Manager	21,164	22,221	23,333	24,500	25,725
Code Enforc.Officer (hired into position before 7/1/91)	19,654	20,882	22,110	24,567	27,024

CITY OF FERNDALE
 LOCAL 998
 FYE - 6/30/94-96 CONTRACT

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 WAGE SCHEDULE A-1
 HIRED BEFORE MARCH 8, 1995

EFF.1/1/95 THRU 12/31/95 Classification	ANNUAL START	6 MO.	1 YR.	2 YR.	3 YR.
Account Clerk I	19,839	20,831	21,873	22,967	24,115
Account Clerk II	21,256	22,319	23,434	24,607	25,837
Account Clerk III	22,522	23,649	24,832	26,073	27,376
Accountant	27,318	28,685	30,118	31,624	33,205
Animal Control Officer	24,002	25,202	26,462	27,785	29,174
Assessor, Deputy (Res)	27,318	28,685	30,118	31,624	33,205
Bldg Inspector	31,662	33,244	34,907	36,652	38,484
Bldg Inspector, Asst	29,203	30,662	32,195	33,806	35,496
Clerk I	18,813	19,754	20,742	21,778	22,868
Clerk Typist I	19,839	20,831	21,873	22,967	24,115
Clerk Typist II	20,985	22,034	23,137	24,293	25,508
Clerk/Stenographer	19,658	20,641	21,672	22,756	23,893
Code Enforcement Ofc.*	20,047	21,049	22,101	23,207	24,367
Computer Oper/Programmer	21,706	22,791	23,931	25,127	26,384
Data Entry I	19,839	20,831	21,873	22,967	24,115
Data Entry II	20,985	22,034	23,137	24,293	25,508
Electrical Inspector	30,001	31,501	33,077	34,731	36,467
Engineering Aide I	20,562	21,590	22,669	23,803	24,993
Engineering Aide II	22,310	23,426	24,597	25,827	27,118
Engineering Technician	27,167	28,524	29,951	31,448	33,022
Housing Inspector	28,404	29,824	31,316	32,881	34,525
Housing/Heating Insp	30,001	31,501	33,077	34,731	36,467
Librarian, Adult Svc	24,631	25,863	27,156	28,514	29,939
Librarian, Catalog	24,631	25,863	27,156	28,514	29,939
Librarian, Children's	24,631	25,863	27,156	28,514	29,939
Librarian, Reference	24,631	25,863	27,156	28,514	29,939
Library Aide	19,415	20,386	21,406	22,475	23,599
Library Assistant	21,025	22,077	23,180	24,339	25,556
Library Circ.Coord.	22,895	24,040	25,241	26,504	27,829
Personnel Clk/Mach.Oper.	22,854	23,996	25,196	26,456	27,779
Plan'g/Urban Renewal,Asst	24,483	25,707	26,992	28,341	29,759
Plumbing/Heating Insp	30,001	31,501	33,077	34,731	36,467
Police Records Coord.	23,044	24,196	25,405	26,676	28,010
Public Wks Bookkeeper	27,618	28,999	30,450	31,972	33,571
Receiving Teller I	19,839	20,831	21,873	22,967	24,115
Receiving Teller II	20,894	21,938	23,034	24,186	25,396
Recreation Supr II	30,578	32,108	33,713	35,399	37,170
Recreation Supervisor	24,002	25,202	26,462	27,785	29,174
Relocation Officer	27,318	28,685	30,118	31,624	33,205
Secretary	23,156	24,314	25,529	26,806	28,146
Sports/Rec Aide	17,426	18,299	19,213	20,174	21,183
Switchboard Operator	19,477	20,450	21,473	22,547	23,674
Treasurer, Deputy	27,318	28,685	30,118	31,624	33,205
Water Office Manager	21,588	22,666	23,799	24,990	26,239
Code Enforc.Officer (hired into position before 7/1/91)	20,047	21,300	22,553	25,058	27,564
* Code Enforcement Ofc.	21,087	22,089	23,141	24,247	25,407
* Receiving Teller *upon ratification (3/8/95)	20,367	21,385	22,454	23,577	24,755

CITY OF FERNDALE
 LOCAL 998
 FYE - 6/30/94-96 CONTRACT

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WAGE SCHEDULE A-2
 HIRED BEFORE MARCH 8, 1995

EFF.1/1/96 THRU 6/30/96 Classification	ANNUAL START	6 MO.	1 YR.	2 YR.	3 YR.
Account Clerk I	20,335	21,352	22,420	23,541	24,718
Account Clerk II	21,788	22,877	24,020	25,222	26,483
Account Clerk III	23,085	24,240	25,453	26,725	28,061
Accountant	28,001	29,402	30,871	32,415	34,035
Animal Control Officer	24,602	25,832	27,123	28,479	29,903
Assessor, Deputy (Res)	28,001	29,402	30,871	32,415	34,035
Bldg Inspector	32,453	34,075	35,779	37,569	39,446
Bldg Inspector, Asst	29,933	31,428	33,000	34,651	36,384
Clerk I	19,283	20,248	21,260	22,322	23,440
Clerk Typist I	20,335	21,352	22,420	23,541	24,718
Clerk Typist II	21,510	22,585	23,715	24,901	26,145
Clerk/Stenographer	20,149	21,157	22,214	23,325	24,491
Code Enforcement Officer	20,548	21,575	22,654	23,787	24,976
Computer Oper/Programmer	22,248	23,361	24,529	25,755	27,043
Data Entry I	20,335	21,352	22,420	23,541	24,718
Data Entry II	21,510	22,585	23,715	24,901	26,145
Electrical Inspector	30,751	32,289	33,904	35,599	37,379
Engineering Aide I	21,076	22,130	23,236	24,398	25,618
Engineering Aide II	22,868	24,012	25,212	26,473	27,796
Engineering Technician	27,846	29,237	30,700	32,234	33,847
Housing Inspector	29,114	30,570	32,099	33,703	35,388
Housing/Heating Insp	30,751	32,289	33,904	35,599	37,379
Librarian, Adult Svc	25,246	26,510	27,835	29,226	30,687
Librarian, Catalog	25,246	26,510	27,835	29,226	30,687
Librarian, Children's	25,246	26,510	27,835	29,226	30,687
Librarian, Reference	25,246	26,510	27,835	29,226	30,687
Library Aide	19,901	20,896	21,941	23,037	24,189
Library Assistant	21,551	22,629	23,760	24,948	26,195
Library Circ.Coord.	23,467	24,641	25,873	27,167	28,525
Personnel Clk/Mach.Oper.	23,425	24,596	25,826	27,117	28,473
Plan'g/Urban Renewal,Asst	25,095	26,349	27,667	29,050	30,503
Plumbing/Heating Insp	30,751	32,289	33,904	35,599	37,379
Police Records Coord.	23,620	24,801	26,040	27,343	28,710
Public Wks Bookkeeper	28,309	29,724	31,211	32,772	34,410
Receiving Teller I	20,335	21,352	22,420	23,541	24,718
Receiving Teller II	21,416	22,487	23,610	24,791	26,031
Recreation Supr II	31,343	32,911	34,556	36,284	38,099
Recreation Supervisor	24,602	25,832	27,123	28,479	29,903
Relocation Officer	28,001	29,402	30,871	32,415	34,035
Secretary	23,735	24,922	26,168	27,477	28,850
Sports/Rec Aide	17,862	18,756	19,693	20,679	21,712
Switchboard Operator	19,964	20,962	22,010	23,110	24,266
Treasurer, Deputy	28,001	29,402	30,871	32,415	34,035
Water Office Manager	22,127	23,232	24,394	25,614	26,895
Code Enforc.Officer (hired into position before 7/1/91)	20,548	21,832	23,116	25,685	28,253
* Code Enforcement Ofc.	21,614	22,641	23,720	24,853	26,042
* Receiving Teller	20,876	21,919	23,015	24,166	25,374
*upon ratification (3/8/95)					

CITY OF FERNDALE
 LOCAL 998
 FYE - 6/30/94-96 CONTRACT

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 WAGE SCHEDULE B-1
 HIRED AFTER MARCH 8, 1995

EFF.1/1/95 THRU 12/31/95 Classification	ANNUAL START	1 YR.	2 YR.	3 YR.	4 YR.
Account Clerk I	17,856	18,748	19,686	20,670	21,704
Account Clerk II	19,131	20,087	21,091	22,146	23,253
Account Clerk III	20,270	21,284	22,349	23,465	24,639
Accountant	24,587	25,816	27,106	28,462	29,884
Animal Control Officer	21,602	22,682	23,816	25,006	26,256
Assessor, Deputy (Res)	24,587	25,816	27,106	28,462	29,884
Bldg Inspector	28,496	29,920	31,416	32,987	34,636
Bldg Inspector, Asst	26,282	27,595	28,976	30,425	31,947
Clerk I	16,932	17,779	18,668	19,600	20,581
Clerk Typist I	17,856	18,748	19,686	20,670	21,704
Clerk Typist II	18,887	19,831	20,823	21,864	22,957
Clerk/Stenographer	17,692	18,577	19,505	20,481	21,504
Code Enforcement Officer	18,042	18,944	19,891	20,886	21,930
Computer Oper/Programmer	19,535	20,512	21,538	22,614	23,745
Data Entry I	17,856	18,748	19,686	20,670	21,704
Data Entry II	18,887	19,831	20,823	21,864	22,957
Electrical Inspector	27,001	28,351	29,769	31,258	32,820
Engineering Aide I	18,506	19,431	20,402	21,423	22,494
Engineering Aide II	20,079	21,083	22,137	23,244	24,407
Engineering Technician	24,450	25,672	26,956	28,303	29,719
Housing Inspector	25,564	26,842	28,184	29,593	31,073
Housing/Heating Insp	27,001	28,351	29,769	31,258	32,820
Librarian, Adult Svc	22,168	23,277	24,440	25,662	26,945
Librarian, Catalog	22,168	23,277	24,440	25,662	26,945
Librarian, Children's	22,168	23,277	24,440	25,662	26,945
Librarian, Reference	22,168	23,277	24,440	25,662	26,945
Library Aide	17,474	18,348	19,265	20,228	21,239
Library Assistant	18,922	19,869	20,862	21,905	23,000
Library Circ.Coord.	20,605	21,636	22,717	23,854	25,046
Personnel Clk/Mach.Oper.	20,568	21,596	22,676	23,810	25,001
Plan'g/Urban Renewal,Asst	22,034	23,136	24,293	25,507	26,783
Plumbing/Heating Insp	27,001	28,351	29,769	31,258	32,820
Police Records Coord.	20,740	21,776	22,865	24,009	25,209
Public Wks Bookkeeper	24,857	26,099	27,405	28,775	30,214
Receiving Teller I	17,856	18,748	19,686	20,670	21,704
Receiving Teller II	18,804	19,744	20,731	21,768	22,856
Recreation Supr II	27,521	28,898	30,342	31,859	33,453
Recreation Supervisor	21,602	22,682	23,816	25,006	26,256
Relocation Officer	24,587	25,816	27,106	28,462	29,884
Secretary	20,840	21,882	22,976	24,126	25,331
Sports/Rec Aide	15,684	16,469	17,292	18,157	19,064
Switchboard Operator	17,529	18,405	19,326	20,292	21,307
Treasurer, Deputy	24,587	25,816	27,106	28,462	29,884
Water Office Manager	19,429	20,399	21,419	22,491	23,615
Code Enforc.Officer (hired into position before 7/1/91)	18,042	19,170	20,297	22,552	24,808
* Code Enforcement Ofc.	18,978	19,880	20,827	21,822	22,866
* Receiving Teller	18,330	19,246	20,208	21,219	22,280
*upon ratification (3/8/95)					

CITY OF FERNDALE
 LOCAL 998
 FYE - 6/30/94-96 CONTRACT

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WAGE SCHEDULE B-2
 HIRED AFTER MARCH 8, 1995

EFF.1/1/96 THRU 6/30/96 Classification	ANNUAL START	1 YR.	2 YR.	3 YR.	4 YR.
Account Clerk I	18,302	19,217	20,178	21,187	22,246
Account Clerk II	19,609	20,589	21,618	22,700	23,834
Account Clerk III	20,777	21,816	22,907	24,052	25,255
Accountant	25,201	26,462	27,784	29,173	30,631
Animal Control Officer	22,142	23,249	24,411	25,631	26,913
Assessor, Deputy (Res)	25,201	26,462	27,784	29,173	30,631
Bldg Inspector	29,208	30,668	32,201	33,812	35,501
Bldg Inspector, Asst	26,939	28,285	29,700	31,186	32,745
Clerk I	17,355	18,223	19,134	20,090	21,096
Clerk Typist I	18,302	19,217	20,178	21,187	22,246
Clerk Typist II	19,359	20,327	21,344	22,411	23,531
Clerk/Stenographer	18,134	19,041	19,992	20,993	22,042
Code Enforcement Officer	18,493	19,418	20,389	21,408	22,478
Computer Oper/Programmer	20,023	21,025	22,076	23,180	24,339
Data Entry I	18,302	19,217	20,178	21,187	22,246
Data Entry II	19,359	20,327	21,344	22,411	23,531
Electrical Inspector	27,676	29,060	30,514	32,039	33,641
Engineering Aide I	18,969	19,917	20,913	21,958	23,056
Engineering Aide II	20,581	21,610	22,691	23,825	25,017
Engineering Technician	25,061	26,314	27,630	29,011	30,462
Housing Inspector	26,203	27,513	28,889	30,332	31,849
Housing/Heating Insp	27,676	29,060	30,514	32,039	33,641
Librarian, Adult Svc	22,722	23,859	25,051	26,304	27,618
Librarian, Catalog	22,722	23,859	25,051	26,304	27,618
Librarian, Children's	22,722	23,859	25,051	26,304	27,618
Librarian, Reference	22,722	23,859	25,051	26,304	27,618
Library Aide	17,911	18,806	19,747	20,734	21,770
Library Assistant	19,396	20,366	21,384	22,453	23,575
Library Circ.Coord.	21,120	22,177	23,285	24,450	25,672
Personnel Clk/Mach.Oper.	21,083	22,136	23,243	24,406	25,626
Plan'g/Urban Renewal,Asst	22,585	23,714	24,900	26,145	27,453
Plumbing/Heating Insp	27,676	29,060	30,514	32,039	33,641
Police Records Coord.	21,258	22,321	23,436	24,609	25,839
Public Wks Bookkeeper	25,478	26,752	28,090	29,494	30,969
Receiving Teller I	18,302	19,217	20,178	21,187	22,246
Receiving Teller II	19,274	20,238	21,249	22,312	23,428
Recreation Supr II	28,209	29,620	31,100	32,655	34,289
Recreation Supervisor	22,142	23,249	24,411	25,631	26,913
Relocation Officer	25,201	26,462	27,784	29,173	30,631
Secretary	21,362	22,430	23,551	24,729	25,965
Sports/Rec Aide	16,076	16,880	17,724	18,611	19,541
Switchboard Operator	17,967	18,865	19,809	20,799	21,839
Treasurer, Deputy	25,201	26,462	27,784	29,173	30,631
Water Office Manager	19,915	20,909	21,955	23,053	24,205
Code Enforc.Officer (hired into position before 7/1/91)	18,493	19,649	20,805	23,116	25,428
* Code Enforcement Ofc.	19,452	20,377	21,348	22,367	23,438
* Receiving Teller	18,788	19,727	20,714	21,749	22,837
*upon ratification (3/8/95)					

CITY OF FERNDALE
 LOCAL 998
 FYE - 6/30/94-96 CONTRACT

WAGE SCHEDULE A
 HIRED BEFORE MARCH 8, 1995

EFF.7/1/93 THRU 12/31/94 Classification	HOURLY START	6 MO.	1 YR.	2 YR.	3 YR.
Account Clerk I	9.351	9.819	10.310	10.825	11.366
Account Clerk II	10.019	10.520	11.046	11.598	12.178
Account Clerk III	10.616	11.147	11.704	12.289	12.904
Accountant	12.876	13.520	14.196	14.906	15.651
Animal Control Officer	11.313	11.879	12.473	13.096	13.751
Assessor, Deputy (Res)	12.876	13.520	14.196	14.906	15.651
Bldg Inspector	14.924	15.669	16.453	17.276	18.139
Bldg Inspector, Asst	13.764	14.452	15.175	15.934	16.731
Clerk I	8.867	9.311	9.777	10.265	10.779
Clerk Typist I	9.351	9.819	10.310	10.825	11.366
Clerk Typist II	9.891	10.386	10.905	11.450	12.023
Clerk/Stenographer	9.265	9.729	10.215	10.726	11.262
Code Enforcement Officer	9.449	9.921	10.417	10.938	11.485
Computer Oper/Programmer	10.231	10.742	11.280	11.843	12.436
Data Entry I	9.351	9.819	10.310	10.825	11.366
Data Entry II	9.891	10.386	10.905	11.450	12.023
Electrical Inspector	14.141	14.848	15.591	16.370	17.189
Engineering Aide I	9.692	10.176	10.685	11.219	11.780
Engineering Aide II	10.516	11.042	11.594	12.173	12.782
Engineering Technician	12.805	13.445	14.117	14.823	15.564
Housing Inspector	13.388	14.057	14.760	15.498	16.273
Housing/Heating Insp	14.141	14.848	15.591	16.370	17.189
Librarian, Adult Svc	11.609	12.190	12.800	13.440	14.111
Librarian, Catalog	11.609	12.190	12.800	13.440	14.111
Librarian, Children's	11.609	12.190	12.800	13.440	14.111
Librarian, Reference	11.609	12.190	12.800	13.440	14.111
Library Aide	9.151	9.609	10.089	10.594	11.123
Library Assistant	9.910	10.406	10.926	11.472	12.046
Library Circ.Coord.	10.791	11.331	11.897	12.492	13.117
Personnel Clk/Mach.Oper.	10.772	11.310	11.876	12.470	13.093
Plan'g/Urban Renewal,Asst	11.540	12.117	12.722	13.358	14.027
Plumbing/Heating Insp	14.141	14.848	15.591	16.370	17.189
Police Records Coord.	10.862	11.404	11.975	12.574	13.202
Public Wks Bookkeeper	13.018	13.668	14.352	15.070	15.823
Receiving Teller I	9.351	9.819	10.310	10.825	11.366
Receiving Teller II	9.848	10.340	10.857	11.400	11.970
Recreation Supr II	14.413	15.134	15.890	16.685	17.520
Recreation Supervisor	11.313	11.879	12.473	13.096	13.751
Relocation Officer	12.876	13.520	14.196	14.906	15.651
Secretary	10.914	11.460	12.033	12.635	13.266
Sports/Rec Aide	8.214	8.625	9.056	9.509	9.984
Switchboard Operator	9.180	9.639	10.121	10.627	11.159
Treasurer, Deputy	12.876	13.520	14.196	14.906	15.651
Water Office Manager	10.175	10.683	11.218	11.779	12.368
Code Enforc.Officer (hired into position before 7/1/91)	9.449	10.040	10.630	11.811	12.992

CITY OF FERNDALE
 LOCAL 998
 FYE - 6/30/94-96 CONTRACT

WAGE SCHEDULE A-1
 HIRED BEFORE MARCH 8, 1995

EFF.1/1/95 THRU 12/31/95 Classification	HOURLY START	6 MO.	1 YR.	2 YR.	3 YR.
Account Clerk I	9.538	10.015	10.516	11.042	11.594
Account Clerk II	10.219	10.730	11.267	11.830	12.421
Account Clerk III	10.828	11.370	11.938	12.535	13.162
Accountant	13.134	13.791	14.480	15.204	15.964
Animal Control Officer	11.539	12.116	12.722	13.358	14.026
Assessor, Deputy (Res)	13.134	13.791	14.480	15.204	15.964
Bldg Inspector	15.222	15.983	16.782	17.621	18.502
Bldg Inspector, Asst	14.040	14.741	15.478	16.253	17.065
Clerk I	9.045	9.497	9.972	10.470	10.994
Clerk Typist I	9.538	10.015	10.516	11.042	11.594
Clerk Typist II	10.089	10.594	11.123	11.680	12.263
Clerk/Stenographer	9.451	9.923	10.419	10.940	11.487
Code Enforcement Ofc.*	9.638	10.120	10.626	11.157	11.715
Computer Oper/Programmer	10.435	10.957	11.505	12.080	12.684
Data Entry I	9.538	10.015	10.516	11.042	11.594
Data Entry II	10.089	10.594	11.123	11.680	12.263
Electrical Inspector	14.424	15.145	15.902	16.698	17.532
Engineering Aide I	9.886	10.380	10.899	11.444	12.016
Engineering Aide II	10.726	11.262	11.825	12.417	13.038
Engineering Technician	13.061	13.714	14.399	15.119	15.876
Housing Inspector	13.656	14.339	15.056	15.808	16.599
Housing/Heating Insp	14.424	15.145	15.902	16.698	17.532
Librarian, Adult Svc	11.842	12.434	13.056	13.708	14.394
Librarian, Catalog	11.842	12.434	13.056	13.708	14.394
Librarian, Children's	11.842	12.434	13.056	13.708	14.394
Librarian, Reference	11.842	12.434	13.056	13.708	14.394
Library Aide	9.334	9.801	10.291	10.805	11.346
Library Assistant	10.108	10.614	11.144	11.702	12.287
Library Circ.Coord.	11.007	11.558	12.135	12.742	13.379
Personnel Clk/Mach.Oper.	10.987	11.536	12.113	12.719	13.355
Plan'g/Urban Renewal,Asst	11.770	12.359	12.977	13.626	14.307
Plumbing/Heating Insp	14.424	15.145	15.902	16.698	17.532
Police Records Coord.	11.079	11.633	12.214	12.825	13.466
Public Wks Bookkeeper	13.278	13.942	14.639	15.371	16.140
Receiving Teller I	9.538	10.015	10.516	11.042	11.594
Receiving Teller II	10.045	10.547	11.074	11.628	12.209
Recreation Supr II	14.701	15.437	16.208	17.019	17.870
Recreation Supervisor	11.539	12.116	12.722	13.358	14.026
Relocation Officer	13.134	13.791	14.480	15.204	15.964
Secretary	11.133	11.689	12.274	12.888	13.532
Sports/Rec Aide	8.378	8.797	9.237	9.699	10.184
Switchboard Operator	9.364	9.832	10.324	10.840	11.382
Treasurer, Deputy	13.134	13.791	14.480	15.204	15.964
Water Office Manager	10.379	10.897	11.442	12.014	12.615
Code Enforc.Officer (hired into position before 7/1/91)	9.638	10.240	10.843	12.047	13.252
* Code Enforcement Ofc.	10.138	10.620	11.126	11.657	12.215
* Receiving Teller	9.792	10.281	10.795	11.335	11.902
*upon ratification (3/8/95)					

CITY OF FERNDALE
 LOCAL 998
 FYE - 6/30/94-96 CONTRACT

WAGE SCHEDULE A-2
 HIRED BEFORE MARCH 8, 1995

EFF.1/1/96 THRU 6/30/96 Classification	HOURLY START	6 MO.	1 YR.	2 YR.	3 YR.
Account Clerk I	9.777	10.265	10.779	11.318	11.884
Account Clerk II	10.475	10.998	11.548	12.126	12.732
Account Clerk III	11.099	11.654	12.237	12.848	13.491
Accountant	13.462	14.135	14.842	15.584	16.363
Animal Control Officer	11.828	12.419	13.040	13.692	14.376
Assessor, Deputy (Res)	13.462	14.135	14.842	15.584	16.363
Bldg Inspector	15.603	16.382	17.202	18.062	18.964
Bldg Inspector, Asst	14.391	15.110	15.865	16.659	17.492
Clerk I	9.271	9.735	10.221	10.732	11.269
Clerk Typist I	9.777	10.265	10.779	11.318	11.884
Clerk Typist II	10.341	10.858	11.402	11.971	12.570
Clerk/Stenographer	9.687	10.171	10.680	11.214	11.774
Code Enforcement Officer	9.879	10.373	10.891	11.436	12.008
Computer Oper/Programmer	10.696	11.231	11.793	12.382	13.002
Data Entry I	9.777	10.265	10.779	11.318	11.884
Data Entry II	10.341	10.858	11.402	11.971	12.570
Electrical Inspector	14.784	15.523	16.300	17.115	17.971
Engineering Aide I	10.133	10.639	11.171	11.730	12.316
Engineering Aide II	10.994	11.544	12.121	12.727	13.364
Engineering Technician	13.387	14.056	14.759	15.497	16.273
Housing Inspector	13.997	14.697	15.432	16.203	17.014
Housing/Heating Insp	14.784	15.523	16.300	17.115	17.971
Librarian, Adult Svc	12.138	12.745	13.382	14.051	14.753
Librarian, Catalog	12.138	12.745	13.382	14.051	14.753
Librarian, Children's	12.138	12.745	13.382	14.051	14.753
Librarian, Reference	12.138	12.745	13.382	14.051	14.753
Library Aide	9.568	10.046	10.548	11.076	11.630
Library Assistant	10.361	10.879	11.423	11.994	12.594
Library Circ.Coord.	11.282	11.847	12.439	13.061	13.714
Personnel Clk/Mach.Oper.	11.262	11.825	12.416	13.037	13.689
Plan'g/Urban Renewal,Asst	12.065	12.668	13.301	13.966	14.665
Plumbing/Heating Insp	14.784	15.523	16.300	17.115	17.971
Police Records Coord.	11.356	11.923	12.519	13.146	13.803
Public Wks Bookkeeper	13.610	14.290	15.005	15.756	16.543
Receiving Teller I	9.777	10.265	10.779	11.318	11.884
Receiving Teller II	10.296	10.811	11.351	11.919	12.515
Recreation Supr II	15.069	15.823	16.613	17.444	18.317
Recreation Supervisor	11.828	12.419	13.040	13.692	14.376
Relocation Officer	13.462	14.135	14.842	15.584	16.363
Secretary	11.411	11.982	12.581	13.210	13.870
Sports/Rec Aide	8.588	9.017	9.468	9.942	10.439
Switchboard Operator	9.598	10.078	10.582	11.111	11.666
Treasurer, Deputy	13.462	14.135	14.842	15.584	16.363
Water Office Manager	10.638	11.169	11.728	12.315	12.930
Code Enforc.Officer (hired into position before 7/1/91)	9.879	10.496	11.114	12.348	13.583
* Code Enforcement Ofc.	10.391	10.885	11.404	11.948	12.520
* Receiving Teller	10.036	10.538	11.065	11.618	12.199
*upon ratification (3/8/95)					

CITY OF FERNDALE
 LOCAL 998
 FYE - 6/30/94-96 CONTRACT

WAGE SCHEDULE B-1
 HIRED AFTER MARCH 8, 1995

EFF.1/1/95 THRU 12/31/95 Classification	HOURLY START	1 YR.	2 YR.	3 YR.	4 YR.
Account Clerk I	8.584	9.013	9.464	9.938	10.434
Account Clerk II	9.197	9.657	10.140	10.647	11.179
Account Clerk III	9.745	10.233	10.745	11.281	11.846
Accountant	11.820	12.412	13.032	13.684	14.367
Animal Control Officer	10.385	10.905	11.450	12.022	12.623
Assessor, Deputy (Res)	11.820	12.412	13.032	13.684	14.367
Bldg Inspector	13.700	14.385	15.104	15.859	16.652
Bldg Inspector, Asst	12.636	13.267	13.931	14.628	15.359
Clerk I	8.140	8.547	8.975	9.423	9.895
Clerk Typist I	8.584	9.013	9.464	9.938	10.434
Clerk Typist II	9.080	9.534	10.011	10.512	11.037
Clerk/Stenographer	8.506	8.931	9.377	9.846	10.338
Code Enforcement Officer	8.674	9.108	9.563	10.041	10.543
Computer Oper/Programmer	9.392	9.862	10.355	10.872	11.416
Data Entry I	8.584	9.013	9.464	9.938	10.434
Data Entry II	9.080	9.534	10.011	10.512	11.037
Electrical Inspector	12.981	13.630	14.312	15.028	15.779
Engineering Aide I	8.897	9.342	9.809	10.299	10.814
Engineering Aide II	9.654	10.136	10.643	11.175	11.734
Engineering Technician	11.755	12.342	12.959	13.607	14.288
Housing Inspector	12.290	12.905	13.550	14.227	14.939
Housing/Heating Insp	12.981	13.630	14.312	15.028	15.779
Librarian, Adult Svc	10.658	11.191	11.750	12.338	12.954
Librarian, Catalog	10.658	11.191	11.750	12.338	12.954
Librarian, Children's	10.658	11.191	11.750	12.338	12.954
Librarian, Reference	10.658	11.191	11.750	12.338	12.954
Library Aide	8.401	8.821	9.262	9.725	10.211
Library Assistant	9.097	9.552	10.030	10.531	11.058
Library Circ.Coord.	9.906	10.402	10.922	11.468	12.042
Personnel Clk/Mach.Oper.	9.889	10.383	10.902	11.447	12.020
Plan'g/Urban Renewal,Asst	10.593	11.123	11.679	12.263	12.877
Plumbing/Heating Insp	12.981	13.630	14.312	15.028	15.779
Police Records Coord.	9.971	10.469	10.993	11.543	12.120
Public Wks Bookkeeper	11.950	12.548	13.175	13.834	14.526
Receiving Teller I	8.584	9.013	9.464	9.938	10.434
Receiving Teller II	9.041	9.492	9.967	10.465	10.989
Recreation Supr II	13.231	13.893	14.587	15.317	16.083
Recreation Supervisor	10.385	10.905	11.450	12.022	12.623
Relocation Officer	11.820	12.412	13.032	13.684	14.367
Secretary	10.019	10.520	11.046	11.599	12.179
Sports/Rec Aide	7.540	7.918	8.313	8.729	9.166
Switchboard Operator	8.427	8.849	9.291	9.756	10.244
Treasurer, Deputy	11.820	12.412	13.032	13.684	14.367
Water Office Manager	9.341	9.807	10.298	10.813	11.353
Code Enforc.Officer (hired into position before 7/1/91)	8.674	9.216	9.758	10.842	11.927
* Code Enforcement Ofc.	9.124	9.558	10.013	10.491	10.993
* Receiving Teller	8.812	9.253	9.716	10.201	10.711
*upon ratification (3/8/95)					

CITY OF FERNDALE
 LOCAL 998
 FYE - 6/30/94-96 CONTRACT

WAGE SCHEDULE B-2
 HIRED AFTER MARCH 8, 1995

EFF.1/1/96 THRU 6/30/96 Classification	HOURLY START	1 YR.	2 YR.	3 YR.	4 YR.
Account Clerk I	8.799	9.239	9.701	10.186	10.695
Account Clerk II	9.427	9.899	10.393	10.913	11.459
Account Clerk III	9.989	10.488	11.013	11.564	12.142
Accountant	12.116	12.722	13.358	14.026	14.727
Animal Control Officer	10.645	11.177	11.736	12.323	12.939
Assessor, Deputy (Res)	12.116	12.722	13.358	14.026	14.727
Bldg Inspector	14.042	14.744	15.481	16.256	17.068
Bldg Inspector, Asst	12.952	13.599	14.279	14.993	15.743
Clerk I	8.344	8.761	9.199	9.659	10.142
Clerk Typist I	8.799	9.239	9.701	10.186	10.695
Clerk Typist II	9.307	9.773	10.261	10.774	11.313
Clerk/Stenographer	8.718	9.154	9.612	10.093	10.597
Code Enforcement Officer	8.891	9.335	9.802	10.292	10.807
Computer Oper/Programmer	9.627	10.108	10.614	11.144	11.701
Data Entry I	8.799	9.239	9.701	10.186	10.695
Data Entry II	9.307	9.773	10.261	10.774	11.313
Electrical Inspector	13.306	13.971	14.670	15.404	16.174
Engineering Aide I	9.120	9.575	10.054	10.557	11.085
Engineering Aide II	9.895	10.390	10.909	11.455	12.027
Engineering Technician	12.049	12.651	13.283	13.948	14.645
Housing Inspector	12.597	13.227	13.889	14.583	15.312
Housing/Heating Insp	13.306	13.971	14.670	15.404	16.174
Librarian, Adult Svc	10.924	11.471	12.044	12.646	13.278
Librarian, Catalog	10.924	11.471	12.044	12.646	13.278
Librarian, Children's	10.924	11.471	12.044	12.646	13.278
Librarian, Reference	10.924	11.471	12.044	12.646	13.278
Library Aide	8.611	9.042	9.494	9.968	10.467
Library Assistant	9.325	9.791	10.281	10.795	11.334
Library Circ.Coord.	10.154	10.662	11.195	11.755	12.343
Personnel Clk/Mach.Oper.	10.136	10.642	11.175	11.733	12.320
Plan'g/Urban Renewal,Asst	10.858	11.401	11.971	12.570	13.199
Plumbing/Heating Insp	13.306	13.971	14.670	15.404	16.174
Police Records Coord.	10.220	10.731	11.268	11.831	12.423
Public Wks Bookkeeper	12.249	12.861	13.505	14.180	14.889
Receiving Teller I	8.799	9.239	9.701	10.186	10.695
Receiving Teller II	9.267	9.730	10.216	10.727	11.263
Recreation Supr II	13.562	14.240	14.952	15.700	16.485
Recreation Supervisor	10.645	11.177	11.736	12.323	12.939
Relocation Officer	12.116	12.722	13.358	14.026	14.727
Secretary	10.270	10.783	11.323	11.889	12.483
Sports/Rec Aide	7.729	8.116	8.521	8.948	9.395
Switchboard Operator	8.638	9.070	9.524	10.000	10.500
Treasurer, Deputy	12.116	12.722	13.358	14.026	14.727
Water Office Manager	9.574	10.052	10.555	11.083	11.637
Code Enforc.Officer (hired into position before 7/1/91)	8.891	9.447	10.002	11.114	12.225
* Code Enforcement Ofc.	9.352	9.797	10.263	10.754	11.268
* Receiving Teller	9.033	9.484	9.958	10.456	10.979
*upon ratification (3/8/95)					