

7271

6/30/92

AGREEMENT

Between

CITY OF FLINT

and

LOCAL 1600, AFFILIATED WITH COUNCIL 25

and chartered by

THE AMERICAN FEDERATION OF STATE,

COUNTY AND MUNICIPAL EMPLOYEES,

AFL-CIO



Flint, City of

JULY 1, 1990

through

JUNE 30, 1992

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PREAMBLE

THIS AGREEMENT is entered into on this 4th day of April, 1990, pursuant to and in accordance with Michigan Public Act 379, M.P.A. of 1965, as amended, between the City of Flint, hereinafter referred to as "City" or "Employer" and Local 1600, affiliated with Michigan AFSCME Council 25, and chartered by the American Federation of State, County, and Municipal Employees, AFL-CIO, hereinafter referred to as "Union" or "Employee".

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

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

NOW, THEREFORE, THE PARTIES MUTUALLY AGREE AS FOLLOWS:

ARTICLE 1 RECOGNITION

Section 1.

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

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

Section 2.

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

Section 3.

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

ARTICLE 2 PLEDGE AGAINST DISCRIMINATION AND COERCION

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

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

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

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

ARTICLE 3
DEFINITIONS

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

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

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

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

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

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

of a maternity leave may be filled by temporary appointment and may continue for a period up to and including one hundred twenty (120) days following termination of the pregnancy of the Employee on maternity leave. These Employees shall not receive the benefits provided in this Agreement.

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

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

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

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

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

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

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

ARTICLE 4 PART-TIME EMPLOYEES

Section 1.

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

Section 2.

Part-time Employees who become regular, full-time Employees will be placed in that step of the compensation schedule to which

their service credits earned as part-time Employees shall entitle them, and they shall receive full credit for all such service credits in determining future rate increases and fringe benefits as a regular full-time Employee.

ARTICLE 5 TEMPORARY & INTERIM EMPLOYEE

Section 1.

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

Section 2.

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

Section 3 - Compensation.

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

Section 4 - Recall.

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

ARTICLE 6 CASUAL SKILLED LABORER

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

shall include the date of hire, reason for hire and projected date of layoff.

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

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

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

ARTICLE 7 AGENCY SHOP

Section 1.

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

Section 2.

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

(a) The Union has notified him by Certified Letter addressed to his address last known to the Union spelling out that he is delinquent in payment of dues or agency fees, specifying the current amount of delinquency, and warning the Employee that unless such amount is tendered within ten (10) calendar days, he will be reported to the City for termination from employment as provided for herein, and,

(b) The Union has furnished the City with written proof that the foregoing procedure has been followed or has supplied the City with a written demand before that Employee will be discharged for failure to conform to the provisions of this Article. The Union will provide to the City, in affidavit form signed by the Union

Treasurer, a certification that the amount of delinquency does not exceed the Union dues or agency fees.

Section 3.

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

ARTICLE 8
CHECK-OFF/DUES DEDUCTIONS

Section 1.

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

Section 2.

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

Section 3.

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

Section 4.

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

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

the Employer for the purpose of complying with any of the provisions of this Article.

Section 5.

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

Section 6.

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

Section 7.

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

Section 8.

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

ARTICLE 9
UNION BUSINESS

Section 1. Union Offices; Constitution.

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

Stewards shall be elected or appointed to represent Employees and process grievances as follows: One (1) Steward for each shift in any recognized division or subdivision having less than

thirty-five (35) Employees; one (1) additional Steward for each additional thirty-five (35) Employees or fraction thereof. The activity of Stewards shall be restricted to their area of employment. However, if an Employee, for good cause, cannot utilize the services of his area Steward, he may apply to the Chief Steward of his area for assistance. The Union reserves the right to appoint a maximum of two (2) Chief Stewards.

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

Section 2. Attendance at Meetings.

Employees certified by the Union shall be granted leave with pay, for the purpose of attending Union conferences, conventions or seminars. The total number of hours of leave authorized for the two (2) years of this Agreement shall not exceed one hundred eighty (180). The Union shall, at least ten (10) days prior to any such conference, convention or seminar, notify the Director of Labor Relations of the Employees certified by the Union to attend such meetings, such notice to contain the date, time, place and purpose thereof.

Section 3. Negotiating Team.

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

Section 4. Visits By Union Representatives.

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

Duly and properly appointed or elected stewards and Chief Stewards shall, upon authorization, be afforded the necessary time to reasonably investigate and process grievances during their regular working hours without loss of time or pay. Such

authorization shall not be unreasonably withheld. However, their activities shall be confined to the areas which they represent and any deviation from this may result in disciplinary action by the Employer.

Section 5. Union Bulletin Boards.

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

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

ARTICLE 10
GRIEVANCE AND ARBITRATION PROCEDURE

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

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

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

Step 1.

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

If the grievance is not satisfactorily resolved with the supervisor's oral response to the Employee, the Employee shall

submit it to the division supervisor in writing on the Grievance Form within three (3) work days and the division supervisor shall respond in writing within five (5) work days.

Step 2.

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

Step 3.

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

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

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

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

In the event a grievance is resolved, the settlement shall be put in writing by a Labor Relations Representative and copies

of the settlement shall be given to all parties no later than the next month's meeting.

Step 4.

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

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

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

1. The time limits set forth above are considered to be maximum but may be extended by mutual consent.

2. Grievances shall be submitted within ten (10) work days of the event giving rise to the grievance.

3. The Union will make a reasonable investigation of any grievance before it is reduced to the formality of a written complaint, in order to ascertain that the complaint is justified and there are reasonable grounds to believe the claim is true in fact. The grievance complaint shall set forth all the facts necessary to understand the issues involved, and it shall be free from charges or language not germane to the real issue or conducive to subsequent calm deliberation. So far as possible, the

Union and the Employer shall avoid publicizing any grievance or complaints founded thereon prior to the final determination of the issue.

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

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

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

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

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

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

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

ARTICLE 11
MANAGEMENT RIGHTS

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

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

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

ARTICLE 12
MAINTENANCE OF CONDITIONS

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

ARTICLE 13
WORK RULES

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

New work rules, or proposed changes in work rules, shall be posted on bulletin boards at least ten (10) days prior to their effective date.

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

ARTICLE 14
SUCCESSOR PARTIES

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

ARTICLE 15
JOB SECURITY

The right of contracting or sub-contracting is vested in the City. The right to contract or sub-contract shall not be used for the purpose or intention of eroding the Union nor to discriminate against nor to adversely affect its recognized members. In cases of contracting or sub-contracting affecting Employees covered by this Agreement the City Labor Relations Representative(s) will hold advance discussion with the Union President or designee at least fourteen (14) calendar days prior to submission to the City Council. The Union representative(s) will be advised of the nature, scope and approximate days of work to be performed and the reasons (equipment, manpower, etc.) why the City is contemplating contracting out the work. It is not the intent to adversely affect Employees by such contracting.

Said advance discussion may be waived due to emergency (e.g., acts of God which require immediate action); however, the Union will be notified as soon as possible.

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

ARTICLE 16
SENIORITY/SERVICE CREDIT

Section 1. Definitions.

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

(b) Departmental Seniority: Department seniority shall be determined on the basis of service credits earned by an Employee

for all straight time hours paid in his current department. For purposes of this Agreement, except as specifically provided otherwise herein, a division shall be considered a department.

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

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

Section 2. Computation.

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

- (a) Military, military reserve and Union business leaves.
- (b)¹ Workers' compensation, for the period when an Employee is receiving benefits under the statute.
- (c) Extended sick leave, credit will be given for the first thirty (30) service credits of such leave while an Employee is receiving extended sick leave insurance benefits described in the Article entitled Extended Sick Leave Insurance.
- (d) The first seven (7) service credits in a fiscal year that an Employee is without pay shall be afforded to affected Employees. Further time without pay will not accumulate credit, except as specified above.
- (e) An Employee who is promoted out of Local 1600 but within his/her regular promotional series, shall continue to accrue seniority for a maximum period of time equal to his/her seniority earned in Local 1600. Thereafter his/her seniority shall be retained but will not accumulate.
- (f) An Employee who is transferred or promoted out of Local 1600 but not within his/her regular promotional series shall retain seniority earned in Local 1600 but will not accumulate additional seniority within Local 1600.

Section 3. Conversion of Present Employees.

Credit with 365.04 service credits each year service.

Credit with 30.42 service credits each month service.

Credit with 1.404 service credits each day service.

Section 4. Credit for Retirement.

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

Section 5. Loss of Seniority.

An Employee shall lose his seniority for the following reasons:

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

ARTICLE 17
LAYOFF - RECALL

Section 1. When Layoff May Be Made.

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

(b) The Local President, the Chairperson of the Grievance Committee, stewards and Chief Stewards shall, for the purpose of layoff and bumping only, head the seniority list in their respective classifications during their respective terms of office. They shall not be transferred or bumped out of their classifications and respective areas of jurisdiction so long as there is work in such areas in their classifications which they can perform. These provisions pertaining to superseniority shall not apply to changes made subsequent to the date a notice of layoff is issued.

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

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

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

Section 3. Procedure.

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

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

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

Provided, however, that if the classification is in a class series of lower pay levels or is directly related to another class series of lower pay levels, and there is in said classification or class series an Employee having less time in the classification than the Employee to be laid off, then the lower classified Employee shall be laid off, but only after he/she has received similar time in classification comparison with other Employees in the class or directly related series. Provided further, however, that if a permanent vacancy exists in the highest classification to which the Employee has bumping rights, the Employee shall be placed in said vacancy. In cases where an Employee has been bumped from his/her promotional unit or classification, said Employee will have the option of returning to that promotional unit and/or classification when a vacancy occurs to which said Employee has seniority rights.

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

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

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

Section 4. Recall.

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

Section 5. Layoff List.

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

ARTICLE 18 SHIFT/WORK WEEK SELECTION PROCEDURE

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

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

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

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

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

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

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

ARTICLE 19 EXAMINATIONS & PERSONNEL FILES

Section 1. Examinations.

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

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

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

Section 2. Personnel Files.

Employees can remove service ratings from their Personnel file that are dated prior to July 1, 1979.

ARTICLE 20
VETERANS RIGHTS AND BENEFITS

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

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

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

ARTICLE 21
MILITARY RESERVE LEAVE

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

tary reserve leave. While on military reserve leave, the Employee will be compensated the difference between his straight time hourly rate and the allowance of the State of Michigan or the governmental authority for such service, provided that the total period of payment shall not exceed three (3) work weeks in any twenty-six (26) payroll periods. Any portion of the military reserve leave extending beyond the period for which payment is made shall be charged to the Employee's accrued annual leave.

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

ARTICLE 22 LEAVES FOR UNION BUSINESS

Section 1.

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

Section 2.

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

Section 3.

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

Section 4.

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

ARTICLE 23 EDUCATIONAL LEAVE

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

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

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

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

ARTICLE 24
MATERNITY LEAVE

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

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

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

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

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

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

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

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

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

ARTICLE 25 LEAVES OF ABSENCE WITHOUT PAY

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

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

permitting. If seniority still does not permit the Employee to return, the Employee will be placed on the appropriate recall list and shall be treated as a laid off Employee thereafter. Seniority shall be retained but shall not accumulate during a leave of absence without pay.

ARTICLE 26 ANNUAL LEAVE

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

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

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

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

in addition to the compensation received for the time actually worked during said period.

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

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

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

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

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

ARTICLE 27 SICK LEAVE

Sick leave benefits shall be available at the straight time hourly rate for the classification occupied at the time sick leave is used. Sick leave benefits shall be earned and accrued by regular Employees as defined herein at the rate of three (3) hours of sick leave for each payroll period that the Employee has at least seventy-two (72) hours of straight time pay. If a regular Employee has forty (40) hours of straight time pay, but less than seventy-two (72) hours of straight time pay in a payroll period, the Employee shall earn and accrue one and one-half (1 1/2) hours of sick leave. Part time Employees who, at

the time of employment and thereafter, are regularly scheduled to work a minimum of thirty (30) hours per week shall earn and accrue two and one-quarter (2 1/4) hours of sick leave for each sixty (60) hours or more of straight time pay in a payroll period.

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

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

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

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

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

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

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

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

When an Employee is absent from work for a period of three (3) or more consecutive work days, a certificate from a licensed physician, noting the cause of such absence may be required and if required, shall be furnished before the leave request is granted for purposes of compensation. In addition thereto, the Employee may be required by the department head or authorized representative to be examined by the City Physician to determine whether the Employee has recovered sufficiently from the condition causing such absence to return to work.

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

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

ARTICLE 28 NEUTRAL MEDICAL OPINIONS

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

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

final and shall not be subject to the grievance procedure.

ARTICLE 29
EXTENDED SICK LEAVE

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

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

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

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

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

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

If an Employee is unable to return to work because of the continuing disability at the expiration of the thirteen (13) payroll periods, he will be placed on the layoff list for his

respective classification consistent with his seniority, for thirty-nine (39) payroll periods. At any time during said period that the Employee has recovered, and a position in his classification or related classification becomes available and is not accepted by the Employee, the Employee shall be considered as having voluntarily quit. If no position has become available during said period the Employee's name shall be removed from the layoff list.

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

ARTICLE 30 RETURN TO WORK - LIGHT OR FULL DUTY

Section 1.

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

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

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

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

Section 2. Light Duty Pool.

STATEMENT OF POLICY:

1. Every effort will be made to find suitable work for Employees who become physically unable to perform their regular job because of a job-related illness or injury.
2. An Employee who is classified by the City Physician for "light duty only" may be assigned to a

"light duty pool" for a pre-determined maximum period of time, and the Employee will be provided light work if it is available.

PROCEDURES FOR IMPLEMENTATION:

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

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

3. The "light duty pool" is not intended nor shall it be used to erode or supplant the regular work force. The department will refrain from use of such Employees on a regular basis to such extent as to eliminate the need for regular or seasonal Employees.
4. The Personnel Director will be responsible for determining which Employees are more suitable for various assignments based on the individual

Employee's suitability and/or adaptability to perform the desired duties.

5. Employees assigned to the Personnel Office for light duty assignments will report all absences such as sick leave, annual leave, and the like to the Personnel Office who will then notify the Employee's permanent department and temporary department of such absence. The Personnel Office will inform Employees assigned to the light duty pool of this responsibility.

ARTICLE 31 BEREAVEMENT LEAVE

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

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

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

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

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

(f) Employees granted bereavement leave under this Article shall, after making written request for this leave and submitting

proof of relationship, receive the amount of wages they would have earned by working during the straight time hours on such scheduled days of work for which they are on bereavement leave.

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

ARTICLE 32 WORKERS' COMPENSATION

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

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

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

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

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

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

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

ARTICLE 33 JURY DUTY

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

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

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

ARTICLE 34 COURT TIME

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

off shall be paid in accordance with the Article entitled Call-In Pay.

ARTICLE 35
COMPENSATION FOR TIME NOT WORKED

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

ARTICLE 36
HOLIDAYS

Section 1. Holiday Observance.

The following days shall be designated as holidays:

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

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

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

Section 2. Holiday Benefits - Regular Shift.

Regular Employees who are not required to work their regular shift on any holiday set forth in Section 1 hereof, shall receive eight (8) hours pay at their straight time hourly rate.

Regular Employees who are required to work on any holiday set forth in Section 1 hereof shall be paid at the rate of one and one-half (1 1/2) times their straight time hourly rate for all hours worked and, at the Employee's option, shall receive as his/her holiday pay either eight (8) hours of straight time pay or shall be credited with eight (8) additional hours of annual leave.

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

Employees who would have otherwise received holiday pay but for the holiday occurring on a scheduled day off shall be credited with eight (8) hours of annual leave.

Section 3. Holiday Benefits - Other Than Regular Shift.

Any regular Employee required to work four (4) or more hours in excess of a regular shift on any holiday set forth in Section 1 hereof, shall be paid one (1) additional hour of pay at his straight time hourly rate for each hour worked in excess of eight (8), or, in lieu of such payment, said Employee may elect to be credited with one (1) hour annual leave for each hour worked in excess of eight (8) on said day.

Any regular Employee called in to work less than a full shift on any holiday set forth in Section 1 hereof, whether or not said Employee was on stand-by, shall, in addition to the compensation set forth in Section 2 hereof, be credited with one (1) hour annual leave for each hour worked on said holiday.

Section 4. Duplication of Holiday Benefits.

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

Section 5. Unauthorized Leave.

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

Section 6. Probationary Employees.

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

ARTICLE 37 SUSPENSION OF NON-CRUCIAL SERVICES

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

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

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

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

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

(a) Regular Employees engaged in crucial services shall be compensated in accordance with paragraph 1(a) above, with the exception that earned annual leave

shall be credited for only those hours worked after the declaration of the emergency.

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

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

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

ARTICLE 38 OVERTIME

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

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

ARTICLE 39 OVERTIME DISTRIBUTION

Overtime work shall be distributed equally to Employees qualified to do the work available, working within the same job classification within the division. The distribution of overtime shall be equalized annually as nearly as possible beginning on the first day of July. At the end of the annual distribution period, the City shall pay to the Employees in the same classification, on a proportionate basis, an amount of money representing the number of hours beyond twenty-four (24), on a straight time basis, that the highest single Employee is ahead of the lowest single Employee of said classification in overtime, unless the cause of such variance was beyond the control of the City. Employees who are called for overtime, but are not reached, shall be charged with overtime as if worked only for the purpose of determining the amount to be paid by the City as provided above.

A record of such charged time shall be listed separately and posted monthly along with the record of overtime hours worked by each Employee. The balancing of overtime distribution for engineering technicians and engineers assigned to specific projects and other specific classifications may be waived by mutual agreement between the Union President or his designate and the department involved.

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

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

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

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

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

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

ARTICLE 40 CALL-IN PAY

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

ARTICLE 41 STANDBY

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

ARTICLE 42 SHIFT PREMIUM

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

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

for the holiday. Provided, however, where applicable, shift premium shall be used in computing overtime rates.

ARTICLE 43
WEEK END DIFFERENTIAL

Excluding seasonal, part-time and all other Employees, regular Employees working on operations which are classified as continuous operations will be paid a week end differential at 6.5% for Saturday and/or Sunday work when the Saturday and/or Sunday is a regularly scheduled work day of their normal work week. Such week end differential shall not be added to the base rate of any classification and shall not be used in computing second and third shift premium, or any payment for hours not worked.

ARTICLE 44
CAR AND MILEAGE ALLOWANCE

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

A record of all City mileage shall be logged by each Employee on forms to be provided by the City and submitted for inspection as established by department policy.

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

The City, in its discretion, may eliminate the requirement of an Employee providing his own transportation and alternatively require the Employee to use transportation provided by the City, provided that three (3) months notice shall be given to Employees who will no longer be required to provide transportation, and three (3) months notice shall be given to Employees who will be required to provide transportation except, however, that new Employees may be required to provide such transportation as a condition of employment. Car and mileage allowance checks shall be due and payable on first payday of the month following the month the mileage was driven.

ARTICLE 45 PAY DAYS

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

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

ARTICLE 46 COMPENSATION SCHEDULES

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

ARTICLE 47
DUAL CLASSIFICATIONS

Section 1. Compensation.

Employees who are employed in dual classification positions shall be paid at the rate which will reflect the time worked by the Employee in each classification. Payment shall be made for time worked in the higher classification to the next one-half (1/2) hour. In no case shall an Employee performing work in the higher classification be paid less than one-half (1/2) hour at the higher rate.

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

Section 2. Leaves.

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

Section 3. Promotions.

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

Section 4. Assignments.

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

ARTICLE 48
PAY LEVEL - RECLASSIFICATION AND REALLOCATION

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

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

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

ARTICLE 49
CHANGES IN RATES OF COMPENSATION

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

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

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

ARTICLE 50
WAGE INEQUITY PROGRAM

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

The parties agree to fund the Wage Inequity Program up to fifteen thousand (\$15,000) dollars for the fiscal year commencing July 1, 1990, and (\$15,000) for the fiscal year commencing July 1, 1991, to cover the cost of any or all wage adjustments. Such adjustments will become effective the first payroll period in July.

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

Wage adjustments made will be in accordance with the existing compensation schedule and will be made in pay level increments. Any balance so remaining in the fund balance of the Wage Inequity Program will be carried over to the succeeding year of such contract. Any funds allotted in excess of the maximum will be encumbered upon the subsequent year's allotment.

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

ARTICLE 51 QUARTERLY WAGE ADJUSTMENTS

1. Employees shall receive quarterly wage adjustments for the period July 1, 1988, through June 30, 1990, by separate check in accordance with the following:

<u>Date of Payment</u>	<u>Amount of Payment</u>
1. October 14, 1988	\$0.09 x 520 = \$ 46.80
2. January 20, 1989	\$0.18 x 520 = \$ 93.60
3. April 14, 1989	\$0.27 x 520 = \$140.40
4. July 21, 1989	\$0.36 x 520 = \$187.20
5. October 13, 1989	\$0.25 x 520 = \$130.00
6. January 19, 1990	\$0.34 x 520 = \$176.00
7. April 13, 1990	\$0.43 x 520 = \$223.60
8. July 20, 1990	\$0.52 x 520 = \$270.40

2. Quarterly wage adjustments shall apply only to those Employees with 91.26 total service credits immediately prior to

the end of the period for which payment is made and on the payroll at the time payment is authorized.

For the purpose of quarterly wage adjustments, Employees shall be determined to be "on the payroll at the time payment is authorized" if the Employee has not quit, resigned or been discharged on the date the check is paid, i.e., the date shown on the check. (For example, an Employee who is on an approved leave of absence, suspension, layoff or WO will be determined as being "on the payroll" for the purpose of quarterly wage adjustments.) If an otherwise eligible Employee is not at work on the date the check is paid, the check shall be sent to the Employee's last known address. If the check is returned to the City, the Employee must claim the check from the City within sixty (60) days or the check shall be voided, and the Employee shall forfeit any right to a quarterly wage adjustment for that period. In case of Employees who retire, the Employee will be sent his/her check for quarterly wage adjustment, provided such amount will not be computed in the Employee's final average pay.

3. Quarterly wage adjustments will be based on normal work week schedules and based upon straight time hours worked but not to exceed forty (40) hours in any week.

4. Part time and seasonal Employees are included in this benefit.

5. On December 24, 1989, fifty cents (\$0.50) per hour shall be folded into the base rate as outlined in Appendix A, Schedules A & B and shall be prorated to Schedule C accordingly.

ARTICLE 52 REST AND MEAL PERIODS

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

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

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

ARTICLE 53
AUTHORIZED PAYROLL DEDUCTIONS

Section 1.

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

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

Section 2.

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

ARTICLE 54
TUITION REIMBURSEMENT

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

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

(c) Upon proof of satisfactory completion of any course or courses and of the amount expended for tuition therefore, the Employee shall be reimbursed for such tuition up to \$200.00 per fiscal year, provided that the Employee agrees, in writing, to remain a full time Employee for a period of one (1) year following the completion of the course and likewise agrees that if he leaves the City's employ before the expiration of the one (1) year period, he will have deducted from his final pay an amount equal to one-twelfth (1/12) of the tuition reimbursement for each

month or portion thereof lacking of the one (1) year requirement. Reimbursement for tuition to bargaining unit Employees under this Article by the City of Flint shall not exceed the sum of \$5,000.00 during any one (1) fiscal year. If application for such reimbursement exceeds this maximum limit, the reimbursement shall be made pro-rata among Employees who have successfully completed approved courses.

ARTICLE 55 TOOL ALLOWANCE

The Employer will pay, in July of each year, a tool allowance of \$100.00 to each Employee in the following classes:

Automotive and Equipment Mechanic
Automotive Body Repairman
Blacksmith

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

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

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

ARTICLE 56 EMPLOYEE SAFETY

Section 1. Safety Committee.

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

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

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

Section 2. Safety Equipment/Devices.

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

Section 3. Safety Glasses.

(a) General.

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

(b) Prescription Safety Glasses.

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

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

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

(c) Replacement of Safety Glasses.

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

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

Section 4. Safety Shoes.

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

Section 5. Vehicle Operation.

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

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

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

ARTICLE 57 INSURANCE COVERAGE

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

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

Section 2. Health Insurance.

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

Section 3. Release of Liability; Eligibility for Benefits.

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

ARTICLE 58 LIFE INSURANCE

The City shall provide, for the term of this Agreement, a \$25,000.00 group life benefit, and \$25,000.00 accidental death and dismemberment insurance for all full-time regular Employees and part-time Employees who, at the time of employment and thereafter, are regularly scheduled to work thirty (30) or more hours per week.

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

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

ARTICLE 59
PAYMENT IN LIEU OF INSURANCE COVERAGE

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

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

Any Employee who is eligible for hospitalization insurance, at City expense, pursuant to the Article entitled Hospitalization Insurance, but who elects not to be covered by said insurance, shall be entitled to a payment of \$20.00 per billing period for any billing period during which hospitalization insurance was not provided for said Employee at City expense.

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

ARTICLE 60
DENTAL INSURANCE

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

In general this coverage will provide:

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

Class I and II benefits shall be to a maximum of \$750 per person per contract year. Class III benefits shall not exceed a lifetime maximum of \$650.00 per person.

ARTICLE 61 HOSPITALIZATION INSURANCE

Section 1. Benefits and Coverage.

The Employer agrees to provide regular Employees, including part time Employees who are regularly scheduled to work thirty (30) or more hours per week, full coverage at family ward rates, Blue Cross/Blue Shield MVF-1 with a Three Dollar (\$3.00) co-pay prescription rider, (generic drugs unless otherwise prescribed by the Employee's physician; "prescription drug maximum allowable cost program"), D45NM, IMB-OB, DCCR-DC, hospitalization pre-certification and mandatory second opinion surgery (80-20 co-pay, \$200.00 deductible annual \$750.00 member/\$1,500.00 family out of pocket limit, if not in compliance, "Prevent - WPC PA + B", "MSO Prevent" PCES 2), and Master Medical Option IV.

Effective June 30, 1992, the major medical deductible shall be raised from "\$50 per person/\$100 per family with 90-10 co-pay" to "\$100 per person/\$200 per family with 80-20 co-pay" and the prescription drug co-pay shall be raised from \$3 to \$5. The major medical maximum co-pay shall remain at \$1000.00.

Effective June 30, 1992, employees may, if they so elect, charge either their annual or their sick leave bank to meet the cost of the major medical deductible. This election must be made in June of each year.

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

Employees eligible for hospitalization insurance as set forth above shall have the option of maintaining the above coverage or electing to be covered by an HMO. Such election shall be made during the open enrollment period, during April and May. The open enrollment period shall be at least six (6) weeks. Such

coverage will be subject to the regulations of the carrier. The City shall pay for such HMO coverage on behalf of the eligible Employee an amount not to exceed the amount paid by the City for Blue Cross/Blue Shield for an eligible employee. At such time as the cost of providing HMO exceeds the amount being paid to provide Blue Cross/Blue Shield, the Employees shall pay such additional cost by payroll deduction.

(a) Coverage shall commence per terms of the "New Hire Agreement" entered into between the Employer and the insurance carrier.

(b) For Employees retiring subsequent to July 1, 1972, except on deferred retirement, coverage will be maintained until the retiree attains age sixty-five (65), or except during any period he may be eligible for hospitalization coverage through a subsequent employer. Commencing at age sixty-five (65), the coverage provided shall be Blue Cross-65 Supplementary. All coverage shall terminate upon death of the retiree.

Section 2. Termination of Benefits.

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

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

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

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

ARTICLE 62 OPTICAL BENEFITS

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

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

ARTICLE 63 EXTENDED SICK LEAVE INSURANCE

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

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

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

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

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

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

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

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

ARTICLE 64 UNEMPLOYMENT COMPENSATION

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

ARTICLE 65 RETIREMENT BENEFITS

Retirement benefits for Employees, including eligibility therefore, shall be in accordance with Appendix B of this Agreement.

Section 1.

The following changes made effective July 1, 1984, to the extent feasible, are hereby incorporated thereto.

(a) The multiplier used in computing retirement benefits is changed from 2.2% for all years of service to 2.4% for all years of credited service.

(b) Effective June 24, 1990, the employee contribution rate shall be reduced from 6.5% of all earnings to 4.0% of all earnings; the cost of this reduced employee contribution rate will be assumed by the city.

(c) It is understood that, by reducing this employee contribution rate, no change is being made in either pension benefit levels or the method used in computing pensions to be received by the employees.

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

(e) Any interim or temporary Employees subsequently appointed to a permanent position shall be eligible to purchase service credits earned as an interim or temporary Employee by paying, in a lump sum, the amount the Employee would have contributed had he participated in the retirement program during said period or periods, such payment to be made prior to completion of 365 service credits following appointment to a permanent position. Such payment must be made before such time is credited for retirement purposes.

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

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

(h) Employees hired by the City prior to October 1, 1983, have the option to take a deferred retirement under the present rules (those in effect prior to October 1, 1983) after 15 years of service, with the pension payable upon when the employee would have completed 25 years of service; or, the employee may take a deferred retirement after 10 years of service, with the pension payable upon the employee attaining age 55.

New employees, hired by the City on or after October 1, 1983, may take deferred retirement with 10 or more years of service, with such pension payable only upon the employee attaining age 55.

(i) Employees hired on or before September 26, 1984, shall be able to retire with a full pension after 25 years of service regardless of age. Employees hired after September 26, 1984, shall be eligible for an age and service pension only upon the attainment of age 55 with 10 or more years of service.

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

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

Section 2. Prior Military Credit.

Any person hereafter employed as a regular full time Employee may within 60 days of appointment to a regular full time position, and not thereafter, elect to receive credit, for retirement purposes only, for time served in the armed forces of the United States on active duty for other than training purposes, and for which he received an honorable discharge. The maximum amount of military service for which he may receive credit is 36 months, and such credit shall be given only upon payment to the retirement system of a contribution computed in the following manner: Induction rate for the classification the Employee hired into as a regular full time permanent Employee in effect at the time of making the election multiplied by the existing contribution rate, multiplied by the number of years of military service, with interest at the rate established by the Director of Finance, computed from the date of hire.

Said contribution shall be made in one (1) installment, payable not later than five (5) years from date of election. No

credit shall be granted for any military service for which the applicant is receiving a pension or which has been used in establishing entitlement to a pension from any other source.

Credited military service may be used for the purpose of meeting minimum requirements for deferred or voluntary retirement.

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

In the event an Employee does not deposit the contribution required hereunder at the time of making the election, the contribution shall be increased $\frac{3}{4}$ of 1% per month from the date of election to the date of payment.

The City and the Union agree to establish a window beginning April 1, 1990, and concluding June 30, 1990, in which any present employee may elect to receive credit for time served in the armed forces as otherwise provided in Section 2, Prior Military Credit, Article 65, Retirement Benefits. The parties further agree that no new window for prior military credit purposes, if any, shall be allowed to reoccur prior to July 1, 1996, at the earliest.

Section 3. Purchase of Leave Time.

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

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

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

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

In the event an Employee has purchased prior military service or authorized leave time, and the Employee leaves the employ of the City of Flint for whatever reason prior to retirement, the Employee may withdraw all contributions for such purchase on the same basis as provided in the ordinances for Employee contributions.

Section 5. Life Insurance.

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

Section 6. Annuity Withdrawal Option.

On or before December 1, 1984, or within fifteen days of appointment to a bargaining unit position, and not thereafter, an Employee may elect the option of voluntary withdrawal of his own accumulated contributions. Failure to elect this option within the specified time will preclude withdrawal of his own accumulated contributions upon retirement. A member who elects this option shall have his contribution to the retirement system increased from 6.5% to 10% of the gross compensation paid him by the City, effective with the election of the option. A member who has elected this option may, at time of application for retirement, choose to have 25%, 50%, 75%, or 100% of his accumulated contributions returned in a single payment. The member's pension shall then be reduced by the actuarial equivalent of the accumulated contributions withdrawn as determined by the City's actuaries. The accumulated contributions for the member in the Employee's savings fund shall be reduced by the amount of the single payment.

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

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

An Employee who exercises the option of voluntary withdrawal of his own accumulated contributions and pays the 10% contribution rate required during his membership in Local 1600 shall, upon change in bargaining unit, have the option of retaining this benefit regardless of whether or not this benefit is provided by his new bargaining unit. To retain this benefit the Employee shall contribute an additional 3.5% of his gross compensation to the retirement system in cases where the employee is in a group that does not have the annuity withdrawal option. If the employee's new group has the annuity withdrawal option, the employee's contribution shall be that as required by his new group. The employee may also elect to forego his right to an annuity withdrawal option. In such a case the Employee forfeits the right to withdraw his own accumulated contributions nor shall he be entitled to a refund of any excess contribution made by him for such option during the period of his entitlement thereto. An Employee who contributes to the retirement system who foregoes the right to the annuity withdrawal option shall not have his contribution increased by 3.5% of his gross compensation.

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

ARTICLE 66 APPRENTICESHIP STANDARDS

Apprenticeship standards, developed by the Apprenticeship Committee, shall be as set forth in Appendix C hereof.

ARTICLE 67 ANNUAL PHYSICAL EXAMINATIONS

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

ARTICLE 68 RESIDENCY

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

In consideration of the foregoing change in current residency requirements, the parties to this agreement agree that neither shall alter, attempt to alter, add to or attempt to add to, through negotiation, interest arbitration, or court or administrative action, any provision or practice related to residency requirements for a period of twenty (20) years following the ratification date of this agreement.

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

ARTICLE 69 COMMERCIAL ROAD TESTS

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

ARTICLE 70 SAVINGS CLAUSE

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

ARTICLE 71 RE-OPENING PROVISIONS

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

ARTICLE 72
TERMINATION

This Agreement shall be effective on the 1st day of July, 1990, to the extent feasible, and shall remain in full force and effect through the 30th day of June, 1992, when it shall terminate. If either party desires to renegotiate this Agreement, they shall notify the other of their desire in writing at least 90 calendar days prior to June 30, 1992.

Dated at Flint, Michigan, this 19 day of Dec., 1990.

CITY OF FLINT

LOCAL 1600, AFSCME, AFL-CIO

By Mary H. Simon

By Luci J. [unclear]

By Guy Snowronski

By _____

By Billy J. Busling

By Edward Brown, Jr.

By Floyd Murma

By George W. Mawdsley

SUPPLEMENTAL
AFFIRMATIVE ACTION
AGREEMENT

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

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

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

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

THE PARTIES THEREFORE AGREE TO THE FOLLOWING:

1. Minority shall be defined to include: Blacks, Hispanics, American Indians, and Asian Americans.
2. For the purposes of this Agreement, Personnel Rule V, Section 16 shall be amended as follows:
3. For the purposes of this Agreement, Personnel Rule V, Section 19 shall be amended as follows:
4. For the purposes of this Agreement, Personnel Rule V, Section 20 shall be amended as follows:
5. For the purposes of this Agreement, Personnel Rule V, Section 21 shall be amended as follows:
6. For the purposes of this Agreement, Personnel Rule V, Section 22 shall be deleted.
7. For the purposes of this Agreement, Personnel Rule VI, Section 5(i) shall be deleted.
8. For the purposes of this Agreement, Personnel Rule VII, Section 1(d) shall be deleted.
9. For the purposes of this Agreement, Personnel Rule VII, Section 1(g) shall be amended by deleting any reference to "inter-departmental tests."
10. The City reserves the right to implement an affirmative action certification procedure to promote minority

employees to classifications and/or job categories, as defined by the United States Equal Employment Opportunity Commission, that have not achieved the representative balance. Such balance shall not exceed a 50/50 ratio between minority and non-minority employees. Affirmative action certification may be used only if employees of the underrepresented class are not ranking in the top three.

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

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

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

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

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

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

DATED: Dec. 19, 1990

FOR THE UNION:

Billy J. Buschling
Edward Brown, Jr.
Floyd Munn
George W. Mawdsley.

FOR THE CITY:

Mar. H. Simon
L. H. H.
Sally Showers

LETTER OF UNDERSTANDING

During the parties' July 1, 1984, to June 30, 1986, collective bargaining agreement, for the purposes of determining the City's cost for Blue Cross/Blue Shield as it relates to determining the additional cost, if any, to an employee electing coverage in an HMO; as provided in the third paragraph of Section 1 of Article 61, Hospitalization Insurance, the parties hereby agree that:

The City will obtain a price quotation from Blue Cross/Blue Shield that would be the City's premium cost to provide health coverage for benefits in effect on June 30, 1984, and assuming that the City had not become self insured.

DATED: March 13, 1985

/s/ Thomas Bugbee
FOR THE CITY

/s/ James Hager
FOR THE UNION

LETTER OF UNDERSTANDING

The undersigned parties hereby agree that the provisions of Article 65, entitled Retirement Benefits, specifically Section 5. Life Insurance, which provides life insurance in the amount of \$5,000.00 for members who hereafter retire, shall be interpreted, as to eligibility, all members who retire with a pension payable by the retirement system except for those members who take a deferred retirement, those members are not eligible for such life insurance until after their attainment of their voluntary retirement age or at such time as they would have qualified for a pension had they continued in the employment of the City.

/s/ James Hager
FOR LOCAL 1600, AFSCME

/s/ Thomas Bugbee
FOR THE CITY OF FLINT

March 13, 1985
DATE

FITNESS FOR DUTY
LETTER OF UNDERSTANDING

Section 1.

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

Section 2.

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

Section 3.

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

Section 4.

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

Section 5.

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

DATED:

DECEMBER 19, 1990

Ma J. Linn
FOR THE CITY

Edward Brown J.
FOR THE UNION

LETTER OF UNDERSTANDING

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

DATE: September 29, 1988

/s/ James D. Hager
FOR THE UNION

/s/ Jesse M. Thompson
FOR THE CITY

CONCERNING THE USE OF CS-39

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

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

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

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

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

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

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

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

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

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

DATED: September 29, 1988

/s/ James D. Hager
FOR THE UNION

/s/ Jesse M. Thompson
FOR THE CITY

LETTER OF UNDERSTANDING
JOB STUDY STEERING COMMITTEE

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

The City agrees to fund the cost of such job study up to a maximum cost of \$100,000.00 and shall retain a professional consultant who shall be selected jointly by the City and the Union, and who shall be responsible for the objectivity and technical quality of the study. The goal of this program is to complete said job study on or before June 30, 1992.

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

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

The current wage inequity program will continue at current funding levels during the course of said job study; i.e., through June 30, 1992.

DATED: DECEMBER 19, 1990

Edward Brown, Jr.
FOR THE UNION

May H. Lin
FOR THE CITY

**LETTER OF AGREEMENT
SUPPLEMENTAL AGREEMENTS**

The Waste Collection Incentive Agreement is hereby extended to and through June 30, 1992. The stop count now being conducted shall be used for the balancing of workload among routes, but not for the elimination of existing routes. It is agreed, however, that if environmental regulations mandate a significant change in the manner in which waste is collected and/or processed, either party may reopen the incentive agreement for the purpose of discussing the impact of such regulations.

DATED: DECEMBER 19, 1990

Edward Brown, Jr.
FOR THE UNION

May H. Lim
FOR THE CITY

LETTER OF AGREEMENT
INTERIM EMPLOYEES

The parties further agree that, on or before September 1, 1990, the Union may present to the Director of Labor Relations a listing of all Interim Employee positions which the Union believes are not "for a given work period or for a specific project with the probability of being laid off at the end of the work period or project." The Union and the City will thereupon meet for the purpose of attempting to mutually agree whether any of said positions should be made regular positions. In the event the Union and the City are unable to agree as to certain said positions, the Union may submit the matter to arbitration as if the dispute were a class action grievance under Article 10 of the collective bargaining agreement. It is understood and agreed that in any arbitration occurring pursuant to this paragraph, the City will not raise as a defense the fact that the Union, in the past, may have failed to grieve the existence of said position as an interim position.

DATED: DECEMBER 19, 1990

Edward Brown, Jr.
FOR THE UNION

Mary H. Dunn
FOR THE CITY

LETTER OF AGREEMENT
TOOL ALLOWANCE

The parties agree that they will meet prior to July 1, 1990, for the purpose of negotiating:

(a) a list of the minimum number and type of tools which must be possessed by employees at the Central Garage who are required to provide their own tools and who therefore receive a tool allowance; and,

(b) tool insurance availability and costs, adequacy of the current level of tool insurance reimbursement, and/or the desirability of city provided tool insurance.

DATED: DECEMBER 19, 1990

Edward Brown, Jr.
FOR THE UNION

Manly H. Lim
FOR THE CITY

LETTER OF AGREEMENT
PENSION CONTRIBUTION REBATE

On July 20, 1990, the City will afford each employee employed on the date of Union ratification of this agreement a partial refund of those employees' pension contributions made by those employees during the first full 13 pay periods following July 1, 1989, computed as follows:

Subtract "the Amount Employee Would Have Contributed Had the Rate Been 5.5%" from "the Amount the Employee Contributed to the Pension Fund at the Rate of 6.5%". The Difference Between the Two Amounts Being the Amount of the Rebate.

It is understood and agreed that this rebate will be made by separate check and that this rebate represents money which had previously been a part of gross wages paid to the employee, and from which all appropriate deductions and withholdings have already been made.

DATED: DECEMBER 19, 1990

Edward Brown, Jr.
FOR THE UNION

Mary H. Quinn
FOR THE CITY

APPENDIX D

NEGOTIATED MODIFICATIONS TO CITY PERSONNEL RULES

PERSONNEL RULE V:

Section 11. Authorization For Promotional Competitive Examination.

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

Section 15. Seniority Credit On Promotional Examinations.

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

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

Section 14. Resolving Ties On Promotional Examinations.

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

Section 21. Promotion Without Competition.

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

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

Section 22. DELETE.

PERSONNEL RULE VI.

Section 5(i). DELETE.

PERSONNEL RULE VII.

Section 1(d). DELETE.

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

CITY OF FLINT . PENSION SCHEDULE
(12-24-09 rates plus 4.58)
LOCAL 1600

PERSONNEL FICE
6-24-90

OCCUPATIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st Year and Over
1	A B M	17925.68 689.52 8.619	18362.57 706.32 8.829	19710.2 758.08 9.476	20179.7 776.16 9.702	20770.92 798.08 9.986	20960.02 806.16 10.077	21149.13 813.44 10.168	21416.48 823.76 10.297
2	A B M	18808.16 723.44 9.043	19123.33 735.52 9.194	20434.01 785.92 9.824	20896.99 803.76 10.047	21320.04 820.08 10.251	21536.03 828.32 10.354	21757.74 836.88 10.461	22029.44 847.28 10.591
3	A B M	18979.08 730 9.125	19303.74 742.40 9.281	20649.2 794.24 9.928	21114.35 812.16 10.152	21575.15 829.84 10.373	21799.03 838.48 10.481	22020.74 846.96 10.587	22309.03 858.08 10.726
4	A B M	19153.76 736.72 9.209	19498.67 749.68 9.371	20864.39 802.48 10.031	21355.62 821.44 10.268	21846.85 840.32 10.504	22049 848.08 10.601	22292.44 857.44 10.718	22585.59 868.72 10.859
5	A B M	19325.48 743.28 9.291	19668.91 756.56 9.457	21081.75 810.88 10.136	21594.72 830.56 10.382	22103.34 850.16 10.627	22307.66 858 10.725	22564.14 867.92 10.849	22870.62 879.68 10.996
6	A B M	19577.62 753.04 9.413	19934.09 766.72 9.584	21383.88 822.48 10.281	21912.06 842.8 10.535	22433.73 862.88 10.786	22670.65 872 10.9	22927.13 881.84 11.023	23264.04 894.8 11.185
7	A B M	19829.75 762.72 9.534	20194.92 776.72 9.709	21686.01 834.08 10.426	22233.75 855.2 10.69	22781.5 876.24 10.953	23035.81 886 11.075	23294.47 896 11.2	23655.29 909.84 11.373
JANITOR	A B M	20227.52 778 9.725	20592.69 792.08 9.901	22138.12 851.52 10.644	22685.86 872.56 10.907	23229.26 893.44 11.168	23487.92 903.44 11.293	23742.23 913.2 11.415	24107.4 927.2 11.59

CITY OF FLINT
PENSION SCHEDULE
 (12-24-89 rates plus 4.5%)
 LOCAL 1600

PENSION OFF
 6-24-90

OCCUPATIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st Year and Over
8	A	20101.45	20475.31	22018.57	22598.92	23112.75	23437.93	23700.93	24074.79
	B	773.2	787.52	846.88	869.2	891.28	901.52	911.6	926
	M	9.665	9.844	10.586	10.865	11.141	11.269	11.395	11.575
9	A	20381.85	20766.57	22364.17	22964.08	23566.17	23833.52	24111.74	24496.47
	B	783.92	798.72	860.16	883.28	906.4	916.72	927.44	942.24
	M	9.799	9.984	10.752	11.041	11.33	11.459	11.593	11.778
10	A	20644.85	21046.97	22685.86	23311.86	23933.51	24213.9	24505.17	24902.94
	B	794.08	809.52	872.56	896.64	920.56	931.36	942.56	957.84
	M	9.926	10.119	10.907	11.208	11.507	11.642	11.782	11.973
11	A	20918.73	21325.19	23009.73	23657.46	24311.72	24600.8	24911.63	25311.57
	B	804.56	820.24	885.04	909.92	935.12	946.24	958.16	973.52
	M	10.057	10.253	11.063	11.374	11.689	11.828	11.977	12.169
12	A	21190.43	21607.76	23342.29	24016.11	24694.27	24992.05	25311.57	25724.56
	B	815.04	831.12	897.84	923.76	949.84	961.28	973.52	989.44
	M	10.188	10.389	11.223	11.547	11.873	12.016	12.169	12.368
13	A	21468.65	21896.85	23677.02	24379.1	25079	25378.95	25713.69	26150.58
	B	825.76	842.24	910.72	937.68	964.64	976.16	989.04	1005.84
	M	10.322	10.528	11.384	11.721	12.058	12.202	12.363	12.573
14	A	21746.87	22183.76	24013.93	24731.22	25459.38	25768.03	26113.63	26574.43
	B	836.48	853.28	923.68	951.2	979.2	991.12	1004.4	1022.16
	M	10.456	10.666	11.546	11.89	12.24	12.389	12.555	12.777
15	A	22018.57	22468.5	24344.32	25096.39	25848.45	26178.84	26526.61	27017.85
	B	846.88	864.24	936.32	965.28	994.24	1006.88	1020.32	1039.2
	M	10.586	10.803	11.704	12.066	12.428	12.586	12.754	12.99

CITY OF FLIP :MPENSATION SCHEDULE
(12-24-89 rates plus 4.5%)
LOCAL 1600

PERS L OFF
6-24-90

OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st Year and Over
16	A	22298.96	22761.94	24685.58	25463.72	26237.53	26594	26954.81	27465.61
	B	857.68	875.52	949.44	979.44	1009.2	1022.88	1036.72	1056.4
	H	10.721	10.944	11.868	12.243	12.615	12.786	12.959	13.205
17	A	22605.44	23083.63	25061.61	25874.53	26678.77	27048.28	27413.44	27939.45
	B	869.44	887.84	963.92	995.2	1026.16	1040.32	1054.4	1074.64
	H	10.868	11.098	12.049	12.44	12.827	13.004	13.18	13.433
18	A	22911.92	23403.15	25446.34	26278.82	27117.83	27498.21	27889.46	28415.47
	B	881.28	900.16	978.72	1010.72	1043.04	1057.68	1072.72	1092.96
	H	11.016	11.252	12.234	12.634	13.038	13.221	13.409	13.662
18A	A	23305.34	23794.4	25861.49	26693.98	27532.99	27913.37	28302.45	28832.8
	B	896.4	915.2	994.72	1026.72	1058.96	1073.6	1088.56	1108.96
	H	11.205	11.44	12.434	12.834	13.237	13.42	13.607	13.862
19	A	23877	24387.79	26563.57	27435.18	28306.79	28689.35	29100.16	29645.73
	B	918.4	938	1021.68	1055.2	1088.72	1103.44	1119.28	1140.24
	H	11.48	11.725	12.771	13.19	13.609	13.793	13.991	14.253
20	A	24272.59	24796.43	27035.24	27941.63	28848.02	29226.23	29671.81	30232.6
	B	933.6	953.76	1039.84	1074.72	1109.6	1124.88	1141.28	1162.8
	H	11.67	11.922	12.998	13.434	13.87	14.051	14.266	14.535
21	A	24709.48	25248.54	27565.6	28506.76	29450.11	29865.26	30308.68	30836.86
	B	950.4	971.12	1060.24	1096.48	1132.72	1148.72	1165.76	1186.88
	H	11.88	12.139	13.253	13.706	14.159	14.359	14.572	14.826
22	A	25146.38	25700.65	28082.91	29069.73	30050.02	30508.65	30960.76	31456.34
	B	967.2	988.48	1080.16	1118.08	1155.84	1173.44	1190.8	1209.92
	H	12.09	12.356	13.502	13.976	14.448	14.668	14.885	15.124

CITY OF FLINT
2000
SATION SCHEDULE
(12-24-09 rates plus 4.58)
LOCAL 1600

PERSON
6-24-90

OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st Year and Over
22A	A B N	25061.49 994.72 12.434	26452.71 1017.44 12.718	20907.13 1114.96 13.937	30067.41 1156.48 14.456	31143.34 1197.84 14.973	31632.4 1216.64 15.208	32125.01 1235.68 15.446	32606.17 1254.08 15.676
220	A B N	26772.23 1029.76 12.072	27430.83 1055.04 13.188	30147.83 1159.6 14.495	31358.53 1206.16 15.077	32558.35 1252.24 15.653	33093.06 1272.88 15.911	33623.42 1293.28 16.166	34097.26 1311.44 16.393
23	A B N	27746 1067.2 13.34	28461.12 1094.72 13.604	31373.74 1206.72 15.084	32712.68 1258.24 15.728	34055.96 1309.84 16.373	34631.97 1332 16.65	35210.15 1354.24 16.928	35670.95 1372 17.15
24	A B N	28337.22 1089.92 13.624	29071.9 1118.16 13.977	32086.68 1234.16 15.427	33404.31 1287.92 16.099	34873.24 1341.28 16.766	35464.46 1364.88 17.051	36077.41 1387.6 17.345	36479.53 1403.12 17.539
25	A B N	28928.44 1112.64 13.908	29687.03 1141.84 14.273	32806.14 1261.84 15.773	34251.59 1317.44 16.468	35701.38 1373.2 17.165	36296.95 1396.88 17.451	36927.29 1420.32 17.754	37296.8 1434.56 17.932
26	A B N	29568.96 1136.96 14.212	30349.98 1167.36 14.592	33579.95 1291.6 16.145	35088.42 1349.6 16.87	36596.9 1407.6 17.595	37212.03 1431.28 17.891	37853.24 1455.92 18.199	38181.46 1468.56 18.357
27	A B N	30193.48 1161.28 14.516	31012.92 1192.8 14.91	34351.57 1321.28 16.516	35916.57 1381.44 17.268	37488.88 1441.92 18.024	38127.12 1466.48 18.331	38807.45 1492.64 18.658	39079.15 1503.84 18.788

CITY OF FLINT COMPENSATION SCHEDULE
(12-24-89 rates plus 4.58)
LOCAL 1600

SCHEDULE B - PART-TIME

PERSONNEL OFFICE
6-24-90

OCCUPA- TIONAL LEVEL	BASE	Step 1 (Beginning Rate)	Step 2 (After 2080 Hours)	Step 3 (After 6240 Hours)	OCCUPA- TIONAL LEVEL	BASE	Step 1 (Beginning Rate)	Step 2 (After 2080 Hours)	Step 3 (After 6240 Hours)
1A	N	8.619	8.98	9.703	15A	N	10.586	10.881	12.158
2A	N	9.043	9.238	10.102	16A	N	10.721	11.029	12.337
3A	N	9.125	9.332	10.219	17A	N	10.868	11.189	12.539
4A	N	9.209	9.424	10.331	18A	N	11.016	11.347	12.745
5A	N	9.291	9.514	10.444	19A	N	11.48	11.818	13.297
6A	N	9.413	9.644	10.603	20A	N	11.67	12.007	13.537
7A	N	9.534	9.771	10.76	21A	N	11.88	12.232	13.816
JANITOR	N	9.725	9.962	10.977	22A	N	12.09	12.463	14.096
8A	N	9.665	9.913	10.934	22A LEVEL A	N	12.434	12.838	14.592
9A	N	9.799	10.051	11.111	22B LEVEL B	N	12.872	13.323	15.225
10A	N	9.926	10.186	11.28	23A	N	13.34	13.835	15.897
11A	N	10.057	10.327	11.453	24A	N	13.624	14.131	16.273
12A	N	10.188	10.463	11.631	25A	N	13.908	14.427	16.643
13A	N	10.322	10.603	11.802	26A	N	14.212	14.756	17.054
14A	N	10.456	10.738	11.979					

CITY OF FLORIDA
 (12-24-89 rates plus 4.5%)
 LOCAL 1600

SCHEDULE C

INTERIM & TEMPORARY

PERSONNEL OFF
 6-24-90

OCCUPATIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	OCCUPATIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year
1	N	6.034	6.181	6.634	15	N	7.411	7.563	8.193
2	N	6.331	6.436	6.877	16	N	7.505	7.661	8.308
3	N	6.388	6.497	6.95	17	N	7.608	7.769	8.435
4	N	6.447	6.56	7.022	18	N	7.712	7.877	8.564
5	N	6.504	6.62	7.096	18A	N	7.844	8.008	8.704
6	N	6.59	6.709	7.197	19	N	8.036	8.208	8.94
7	N	6.674	6.797	7.299	20	N	8.169	8.346	9.099
JANITOR	N	6.808	6.931	7.451	21	N	8.316	8.498	9.278
8	N	6.766	6.891	7.411	22	N	8.463	8.65	9.452
9	N	6.86	6.989	7.527	22A	N	8.704	8.903	9.756
10	N	6.949	7.084	7.635	22B	N	9.011	9.232	10.147
11	N	7.04	7.178	7.745	23	N	9.338	9.579	10.559
12	N	7.132	7.273	7.857	24	N	9.537	9.784	10.799
13	N	7.226	7.37	7.969	25	N	9.736	9.992	11.042
14	N	7.32	7.467	8.083					

CITY OF FLINT COMPENSATION SCHEDULE
(6-24-90 rates plus 4%)
LOCAL 1600

PERSONNEL OFFICE
6-23-91

OCCUPATIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st Year and Over
		Months	Months	Year	Year	Year	Year	Year	Year
1	A	10642.71	13097.07	20498.61	20986.09	21601.76	21798.42	21995.1	22273.14
	B	717.04	734.56	708.48	807.2	830.88	830.4	846	856.72
	M	8.963	9.182	9.856	10.09	10.386	10.48	10.575	10.709
2	A	19560.49	19888.26	21251.37	21732.79	22173.67	22397.47	22628.05	22910.62
	B	752.32	764.96	817.36	835.92	852.88	861.44	870.32	881.2
	M	9.404	9.562	10.217	10.449	10.661	10.768	10.879	11.015
3	A	19739.08	20076.89	21475.17	2198.92	22438.16	22670.39	22901.57	23202.22
	B	759.2	772.16	826	84.64	863.04	872	880.88	892.4
	M	9.49	9.652	10.325	1.058	10.788	10.9	11.011	11.155
4	A	19919.91	20270.3	21698.97	22209.84	22720.72	22930.96	23184.14	23489.01
	B	766.16	779.68	834.64	854.24	873.92	882	891.76	903.44
	M	9.577	9.746	10.433	10.678	10.924	11.025	11.147	11.293
5	A	20098.5	20455.67	21925.02	22458.51	22987.47	23199.97	23466.71	23785.44
	B	773.04	786.8	843.28	863.84	884.16	892.32	902.56	914.88
	M	9.663	9.835	10.541	10.798	11.052	11.154	11.282	11.436
6	A	20360.72	20731.45	22239.24	22788.54	23331.08	23577.48	23844.22	24194.6
	B	783.12	797.36	855.36	876.48	897.36	906.88	917.12	930.56
	M	9.789	9.967	10.692	10.956	11.217	11.336	11.464	11.632
7	A	20622.94	21002.72	22553.45	23123.1	23692.76	23957.24	24226.25	24601.5
	B	793.2	807.84	867.44	889.36	911.28	921.44	931.84	946.24
	M	9.915	10.098	10.843	11.117	11.391	11.518	11.648	11.828
JANITOR	A	21036.62	21416.4	23023.64	23593.29	24158.43	24427.44	24691.92	25071.7
	B	809.12	823.76	885.52	907.44	929.2	939.52	949.76	964.32
	M	10.114	10.297	11.069	11.343	11.615	11.744	11.872	12.054

CITY OF FLINT COMPENSATION SCHEDULE
(6-24-90 rates plus 4%)
LOCAL 1600

PERSONNEL OFF
6-23-91

OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st Year and Over
8	A	20905.51	21294.32	22099.31	23502.89	24099.66	24375.45	24640.97	25037.78
	B	804.00	819.04	880.8	904	926.96	937.52	948.00	963.04
	H	10.051	10.238	11.01	11.3	11.507	11.719	11.851	12.038
9	A	21197.12	21597.23	23258.74	23802.64	24500.82	24786.86	25076.21	25476.33
	B	815.28	830.72	894.56	918.56	942.64	953.36	964.48	979.92
	H	10.191	10.384	11.182	11.482	11.783	11.917	12.056	12.249
10	A	21470.64	21888.85	23593.29	24244.33	24890.85	25182.46	25485.38	25899.06
	B	825.84	841.92	907.44	932.48	957.36	968.56	980.24	996.16
	H	10.323	10.524	11.343	11.656	11.967	12.107	12.253	12.452
11	A	21755.40	22178.2	23930.12	24603.76	25284.19	25584.83	25900.1	26324.03
	B	836.8	853.04	920.4	946.32	972.48	984.08	996.48	1012.48
	H	10.46	10.663	11.505	11.829	12.156	12.301	12.456	12.656
12	A	22038.05	22472.07	24275.98	24976.75	25682.04	25991.73	26324.03	26753.54
	B	847.68	864.32	933.76	960.64	987.84	999.68	1012.48	1029.04
	H	10.596	10.804	11.672	12.008	12.348	12.496	12.656	12.863
13	A	22327.4	22772.72	24624.1	25354.26	26082.16	26394.11	26742.24	27196.6
	B	858.8	875.92	947.12	975.2	1003.2	1015.2	1028.56	1046.08
	H	10.735	10.949	11.839	12.19	12.54	12.69	12.857	13.076
14	A	22616.74	23071.11	24974.49	25720.47	26477.76	26798.75	27158.18	27637.41
	B	869.92	887.36	960.56	989.28	1018.4	1030.72	1044.56	1063.04
	H	10.874	11.092	12.007	12.366	12.73	12.884	13.057	13.288
15	A	22899.31	23367.24	25318.09	26100.25	26882.39	27225.99	27587.67	28098.57
	B	880.8	898.8	973.84	1003.92	1034	1047.2	1061.12	1080.72
	H	11.01	11.236	12.173	12.549	12.925	13.09	13.264	13.509

CITY OF FLINT COMPENSATION SCHEDULE
(6-24-90 rates plus 4%)
LOCAL 1600

PERSONNEL OFF
6-23-91

OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st Year and Over
16	A	23190.92	23672.42	25673	26402.27	27207.03	27657.76	28021.56	28564.23
	B	892	910.48	987.44	1010.56	1049.52	1063.76	1077.76	1090.64
	H	11.15	11.381	12.343	12.732	13.119	13.297	13.472	13.733
17	A	23509.66	24006.98	26064.07	26909.51	27745.92	28130.21	28509.98	29057.03
	B	904.24	923.36	1002.48	1035.04	1067.2	1082	1096.56	1117.6
	H	11.303	11.542	12.531	12.938	13.34	13.525	13.707	13.97
18	A	23828.4	24339.28	26464.19	27329.97	28202.54	28590.14	29005.04	29552.09
	B	916.48	936.16	1017.92	1051.2	1084.72	1100	1115.6	1136.64
	H	11.456	11.702	12.724	13.14	13.559	13.75	13.945	14.208
18A	A	24237.55	24746.18	26895.95	27761.74	28634.31	29029.9	29434.55	29906.11
	B	932.24	951.84	1034.48	1067.76	1101.36	1116.56	1132.16	1153.36
	H	11.653	11.898	12.931	13.347	13.767	13.957	14.152	14.417
19	A	24832.08	25363.3	27626.11	28532.59	29439.06	29836.92	30264.17	30831.56
	B	955.12	975.52	1062.56	1097.44	1132.32	1147.6	1164	1185.84
	H	11.939	12.194	13.282	13.718	14.154	14.345	14.55	14.823
20	A	25243.49	25788.29	28116.65	29059.3	30001.94	30395.28	30850.68	31441.9
	B	970.96	991.92	1081.44	1117.68	1153.92	1169.12	1186.88	1209.36
	H	12.137	12.399	13.518	13.971	14.424	14.614	14.836	15.117
21	A	25697.06	26258.48	28668.22	29647.03	30628.11	31059.07	31521.03	32070.33
	B	988.4	1010	1102.64	1140.32	1178	1194.64	1212.4	1233.52
	H	12.355	12.625	13.783	14.254	14.725	14.933	15.155	15.419
22	A	26152.24	26728.68	29206.23	30232.52	31252.02	31729	32199.19	32714.59
	B	1005.92	1028.08	1123.36	1162.8	1202	1220.4	1238.48	1258.32
	H	12.574	12.851	14.042	14.535	15.025	15.255	15.481	15.729

CITY OF FLINT COMPENSATION SCHEDULE
(6-24-90 rates plus 4%)
LOCAL 1600

PERSONNEL OFF
6-23-91

OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st Year and Over
22A	A	26095.95	27510.82	30146.62	31270.11	32389.07	32897.7	33410.84	33910.42
	B	1034.48	1058.16	1159.52	1202.72	1245.76	1265.36	1285.04	1304.24
	H	12.931	13.227	14.494	15.034	15.572	15.817	16.063	16.303
22B	A	27043.12	28528.06	31353.74	32612.87	33860.68	34416.70	34968.36	35461.15
	B	1070.96	1097.28	1205.92	1254.4	1302.4	1323.76	1344.96	1363.92
	H	13.387	13.716	15.074	15.68	16.28	16.547	16.812	17.049
23	A	28055.84	29599.56	32628.69	34021.19	35418.2	36017.25	36618.56	37097.79
	B	1109.84	1138.48	1254.96	1308.56	1362.24	1385.28	1408.4	1426.88
	H	13.873	14.231	15.687	16.357	17.028	17.316	17.605	17.836
24	A	29470.71	30234.78	33370.15	34823.68	36268.17	36883.04	37520.51	37938.71
	B	1133.62	1162.88	1283.52	1339.44	1394.96	1418.64	1443.12	1459.2
	H	14.169	14.536	16.044	16.743	17.437	17.733	18.039	18.24
25	A	30085.58	30874.51	34118.39	35621.65	37129.44	37748.83	38404.38	38788.67
	B	1157.2	1187.52	1312.24	1370.88	1428.88	1451.92	1477.12	1491.92
	H	14.465	14.844	16.403	17.126	17.851	18.149	18.464	18.649
26	A	30743.4	31563.98	34923.15	36491.96	38060.78	38700.51	39367.37	39708.72
	B	1182.48	1214	1343.2	1403.6	1463.92	1488.48	1514.16	1527.28
	H	14.781	15.175	16.79	17.545	18.299	18.606	18.927	19.091
27	A	31401.22	32253.44	35725.63	37353.23	38987.6	39652.2	40359.75	40642.32
	B	1207.76	1240.56	1374.88	1436.72	1499.52	1525.12	1552.32	1563.2
	H	15.097	15.507	17.176	17.959	18.744	19.064	19.404	19.54

CITY OF FLINT COMPENSATION SCHEDULE
(6-24-90 rates plus 48)
LOCAL 1600

SCHEDULE B - PART-TIME

PERSONNEL OFFICE
6-23-91

OCCUPATIONAL LEVEL	BASE	Step 1 (Beginning Rate)	Step 2 (After 2000 Hours)	Step 3 (After 6240 Hours)	OCCUPATIONAL LEVEL	BASE	Step 1 (Beginning Rate)	Step 2 (After 2000 Hours)	Step 3 (After 6240 Hours)
1A	N	8.963	9.34	10.092	15A	N	11.01	11.317	12.645
2A	N	9.404	9.608	10.506	16A	N	11.15	11.471	12.831
3A	N	9.49	9.706	10.628	17A	N	11.303	11.637	13.041
4A	N	9.577	9.801	10.745	18A	N	11.456	11.801	13.255
5A	N	9.663	9.895	10.862	19A	N	11.939	12.291	13.829
6A	N	9.789	10.03	11.028	20A	N	12.137	12.488	14.079
7A	N	9.915	10.162	11.191	21A	N	12.355	12.722	14.369
JANITOR	N	10.114	10.361	11.416	22A	N	12.574	12.962	14.66
8A	N	10.051	10.31	11.372	22A LEVEL A	N	12.931	13.352	15.176
9A	N	10.191	10.453	11.556	22B LEVEL B	N	13.387	13.856	15.834
10A	N	10.323	10.594	11.732	23A	N	13.873	14.389	16.533
11A	N	10.46	10.74	11.912	24A	N	14.169	14.697	16.924
12A	N	10.596	10.882	12.097	25A	N	14.465	15.004	17.309
13A	N	10.735	11.020	12.274	26A	N	14.781	15.347	17.737
14A	N	10.874	11.168	12.459					

CITY OF FLINT COMPENSATION SCHEDULE
(6-24-90 rates plus 4%)
LOCAL 1600

SCHEDULE C

INTERIM & TEMPORARY

PERSONNEL OFF
6-23-91

OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year
1	N	6.275	6.428	6.9	15	N	7.707	7.865	8.522
2	N	6.503	6.694	7.152	16	N	7.805	7.967	8.641
3	N	6.643	6.757	7.228	17	N	7.913	8.08	8.772
4	N	6.704	6.823	7.304	18	N	8.02	8.192	8.907
5	N	6.755	6.885	7.379	18A	N	8.158	8.329	9.052
6	N	6.853	6.977	7.485	19	N	8.358	8.536	9.298
7	N	6.941	7.069	7.591	20	N	8.495	8.68	9.463
JANITOR	N	7.08	7.208	7.749	21	N	8.649	8.838	9.649
8	N	7.036	7.167	7.707	22	N	8.802	8.995	9.83
9	N	7.134	7.269	7.828	22A	N	9.052	9.259	10.146
10	N	7.227	7.367	7.941	22B	N	9.371	9.602	10.552
11	N	7.322	7.465	8.054	23	N	9.712	9.962	10.981
12	N	7.418	7.563	8.171	24	N	9.919	10.176	11.231
13	N	7.515	7.665	8.288	25	N	10.126	10.391	11.483
14	N	7.612	7.765	8.405					

CITY OF FLINT COMPENSATION SCHEDULE
(06-23-91 RATES PLUS \$.50)
LOCAL 1600

PERSONNEL OFFICE
06-30-92

OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th Year 20th Year	21st Year and Over
1	A	19683.04	20138.56	21540.48	22027.2	22642.88	22838.4	23036	23314.72
	B	757.04	774.56	828.48	847.2	870.88	878.4	886	896.72
	H	9.463	9.682	10.356	10.59	10.886	10.98	11.075	11.209
2	A	20600.32	20928.96	22291.36	22773.92	23214.88	23437.44	23668.32	23951.2
	B	792.32	804.96	857.36	875.92	892.88	901.44	910.32	921.2
	H	9.904	10.062	10.717	10.949	11.161	11.268	11.379	11.515
3	A	20779.2	21116.16	22516	23000.64	23479.04	23712	23942.88	24242.4
	B	799.2	812.16	866	884.64	903.04	912	920.88	932.4
	H	9.99	10.152	10.825	11.058	11.288	11.4	11.511	11.655
4	A	20960.16	21311.68	22740.64	23250.24	23761.92	23972	24225.76	24529
	B	806.16	819.68	874.64	894.24	913.92	922	931.76	943.44
	H	10.077	10.246	10.933	11.178	11.424	11.525	11.647	11.793
5	A	21139.04	21496.8	22965.28	23499.84	24028.16	24240.32	24506.56	24826.88
	B	813.04	826.8	883.28	903.84	924.16	932.32	942.56	954.88
	H	10.163	10.335	11.041	11.298	11.552	11.654	11.782	11.936
6	A	21401.12	21771.36	23279.36	23828.48	24371.36	24618.88	24885.12	25234.56
	B	823.12	837.36	895.36	916.48	937.36	946.88	957.12	970.56
	H	10.289	10.467	11.192	11.456	11.717	11.836	11.964	12.132
7	A	21663.2	22043.84	23593.44	24163.36	24733.28	24997.44	25267.84	25642.24
	B	833.2	847.84	907.44	929.36	951.28	961.44	971.84	986.24
	H	10.415	10.598	11.343	11.617	11.891	12.018	12.148	12.328
JANITOR	A	22077.12	22457.76	24063.52	24633.44	25199.2	25467.52	25733.76	26112.32
	B	849.12	863.76	925.52	947.44	969.2	979.52	989.76	1004.32
	H	10.614	10.797	11.569	11.843	12.115	12.244	12.372	12.554

CITY OF FLINT COMPENSATION SCHEDULE
(06-23-91 RATES PLUS \$.50)
LOCAL 1600

PERSONNEL OFFICE
06-30-92

OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th Year 20th Year	21st Year and Over
8	A	21946.08	22335.04	23940.8	24544	25140.96	25415.52	25690.08	26079.04
	B	844.08	859.04	920.8	944	966.96	977.52	988.08	1003.04
	H	10.551	10.738	11.51	11.8	12.087	12.219	12.351	12.538
9	A	22237.28	22638.72	24298.56	24922.56	25548.64	25827.36	26116.48	26517.92
	B	855.28	870.72	934.56	958.56	982.64	993.36	1004.48	1019.92
	H	10.691	10.884	11.682	11.982	12.283	12.417	12.556	12.749
10	A	22511.84	22929.92	24633.44	25284.48	25931.36	26222.56	26526.24	26940.16
	B	865.84	881.92	947.44	972.48	997.36	1008.56	1020.24	1036.16
	H	10.823	11.024	11.843	12.156	12.467	12.607	12.753	12.952
11	A	22796.8	23219.04	24970.4	25644.32	26324.48	26626.08	26948.48	27364.48
	B	876.8	893.04	960.4	986.32	1012.48	1024.08	1036.48	1052.48
	H	10.96	11.163	12.005	12.329	12.656	12.801	12.956	13.156
12	A	23079.68	23512.32	25317.76	26016.64	26723.84	27031.68	27364.48	27795.04
	B	887.68	904.32	973.76	1000.64	1027.84	1039.68	1052.48	1069.04
	H	11.096	11.304	12.172	12.508	12.848	12.996	13.156	13.363
13	A	23368.8	23813.92	25665.12	26395.2	27123.2	27435.2	27782.56	28238.08
	B	898.8	915.92	987.12	1015.2	1043.2	1055.2	1068.56	1086.08
	H	11.235	11.449	12.339	12.69	13.04	13.19	13.357	13.576
14	A	23657.92	24111.36	26014.56	26761.28	27518.4	27838.72	28198.56	28679.04
	B	909.92	927.36	1000.56	1029.28	1058.4	1070.72	1084.56	1103.04
	H	11.374	11.592	12.507	12.866	13.23	13.384	13.557	13.788
15	A	23940.8	24408.8	26359.84	27141.92	27924	28267.2	28629.12	29138.72
	B	920.8	938.8	1013.84	1043.92	1074	1087.2	1101.12	1120.72
	H	11.51	11.735	12.673	13.049	13.425	13.59	13.764	14.009

CITY OF FLINT COMPENSATION SCHEDULE
(06-23-91 RATES PLUS \$.50)
LOCAL 1600

PERSONNEL OFFICE
06-30-92

OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th Year 20th Year	21st Year and Over
16	A	24232	24712.48	26713.44	27522.56	28327.52	28697.76	29061.76	29604.64
	B	932	950.48	1027.44	1058.56	1089.52	1103.76	1117.76	1138.64
	H	11.65	11.881	12.843	13.232	13.619	13.797	13.972	14.233
17	A	24550.24	25047.36	27104.48	27951.04	28787.2	29172	29550.56	30097.6
	B	944.24	963.36	1042.48	1075.04	1107.2	1122	1136.56	1157.6
	H	11.803	12.042	13.031	13.438	13.84	14.025	14.207	14.47
18	A	24868.48	25380.16	27505.92	28371.2	29242.72	29640	30045.6	30592.64
	B	956.48	976.16	1057.92	1091.2	1124.72	1140	1155.6	1176.64
	H	11.956	12.202	13.224	13.64	14.059	14.25	14.445	14.708
18A	A	25278.24	25787.84	27936.48	28801.76	29675.36	30070.56	30476.16	31027.36
	B	972.24	991.84	1074.48	1107.76	1141.36	1156.56	1172.16	1193.36
	H	12.153	12.398	13.431	13.847	14.267	14.457	14.652	14.917
19	A	25873.12	26403.52	28666.56	29573.44	30480.32	30877.6	31304	31871.84
	B	995.12	1015.52	1102.56	1137.44	1172.32	1187.6	1204	1225.84
	H	12.439	12.694	13.782	14.218	14.654	14.845	15.05	15.323
20	A	26284.96	26829.92	29157.44	30099.68	31041.92	31437.12	31898.88	32483.36
	B	1010.96	1031.92	1121.44	1157.68	1193.92	1209.12	1226.88	1249.36
	H	12.637	12.899	14.018	14.471	14.924	15.114	15.336	15.617
21	A	26738.4	27300	29708.64	30688.32	31668	32100.64	32562.4	33111.52
	B	1028.4	1050	1142.64	1180.32	1218	1234.64	1252.4	1273.52
	H	12.855	13.125	14.283	14.754	15.225	15.433	15.655	15.919
22	A	27193.92	27770.08	30247.36	31272.8	32292	32770.4	33240.48	33756.32
	B	1045.92	1068.08	1163.36	1202.8	1242	1260.4	1278.48	1298.32
	H	13.074	13.351	14.542	15.035	15.525	15.755	15.981	16.229

CITY OF FLINT COMPENSATION SCHEDULE
(06-23-91 RATES PLUS \$.50)
LOCAL 1600

PERSONNEL OFFICE
06-30-92

OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th Year 20th Year	21st Year and Over
22A	A	27936.48	28552.16	31187.52	32310.72	33429.76	33939.36	34451.04	34950.24
	B	1074.48	1098.16	1199.52	1242.72	1285.76	1305.36	1325.04	1344.24
	H	13.431	13.727	14.994	15.534	16.072	16.317	16.563	16.803
22B	A	28884.96	29569.28	32393.92	33654.4	34902.4	35457.76	36008.96	36501.92
	B	1110.96	1137.28	1245.92	1294.4	1342.4	1363.76	1384.96	1403.92
	H	13.887	14.216	15.574	16.18	16.78	17.047	17.312	17.549
23	A	29895.84	30640.48	33668.96	35062.56	36458.24	37057.28	37658.4	38138.88
	B	1149.84	1178.48	1294.96	1348.56	1402.24	1425.28	1448.4	1466.88
	H	14.373	14.731	16.187	16.857	17.528	17.816	18.105	18.336
24	A	30511.52	31274.88	34411.52	35865.44	37308.96	37924.64	38561.12	38979.2
	B	1173.52	1202.88	1323.52	1379.44	1434.96	1458.64	1483.12	1499.2
	H	14.669	15.036	16.544	17.243	17.937	18.233	18.539	18.74
25	A	31127.2	31915.52	35158.24	36662.08	38170.08	38789.92	39445.12	39829.92
	B	1197.2	1227.52	1352.24	1410.08	1468.08	1491.92	1517.12	1531.92
	H	14.965	15.344	16.903	17.626	18.351	18.649	18.964	19.149
26	A	31784.48	32604	35963.2	37533.6	39101.92	39740.48	40408.16	40749.28
	B	1222.48	1254	1383.2	1443.6	1503.92	1528.48	1554.16	1567.28
	H	15.281	15.675	17.29	18.045	18.799	19.106	19.427	19.591
27	A	32441.76	33294.56	36766.08	38394.72	40027.52	40693.12	41400.32	41683.2
	B	1247.76	1280.56	1414.08	1476.72	1539.52	1565.12	1592.32	1603.2
	H	15.597	16.007	17.676	18.459	19.244	19.564	19.904	20.04

CITY OF FLINT PERSONNEL SCHEDULE
(06-23-91 RATES PLUS \$.50)
LOCAL 1600

SCHEDULE B - PART-TIME

PERSONNEL OFFICE
06-30-92

OCCUPA- TIONAL LEVEL	BASE	Step 1 (Beginning Rate)	Step 2 (After 2080 Hours)	Step 3 (After 6240 Hours)	OCCUPA- TIONAL LEVEL	BASE	Step 1 (Beginning Rate)	Step 2 (After 2080 Hours)	Step 3 (After 6240 Hours)
1A	H	9.463	9.84	10.592	15A	H	11.51	11.817	13.145
2A	H	9.904	10.108	11.006	16A	H	11.65	11.971	13.331
3A	H	9.99	10.206	11.128	17A	H	11.803	12.137	13.541
4A	H	10.077	10.301	11.245	18A	H	11.956	12.301	13.755
5A	H	10.163	10.395	11.362	19A	H	12.439	12.791	14.329
6A	H	10.289	10.53	11.528	20A	H	12.637	12.988	14.579
7A	H	10.415	10.662	11.691	21A	H	12.855	13.222	14.869
JANITOR	H	10.614	10.861	11.916	22A	H	13.074	13.462	15.16
8A	H	10.551	10.81	11.872	22A LEVELA	H	13.431	13.852	15.676
9A	H	10.691	10.953	12.056	22B LEVELB	H	13.887	14.356	16.334
10A	H	10.823	11.094	12.232	23A	H	14.373	14.889	17.033
11A	H	10.96	11.24	12.412	24A	H	14.669	15.197	17.424
12A	H	11.096	11.382	12.597	25A	H	14.965	15.504	17.809
13A	H	11.235	11.528	12.774	26A	H	15.281	15.847	18.237
14A	H	11.374	11.668	12.959					

CITY OF FLINT COMPENSATION SCHEDULE
(06-23-91 RATES PLUS \$.50)
LOCAL 1600

PERSONNEL OFFICE
06-30-92

SCHEDULE C

INTERIM & TEMPORARY

OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year	OCCUPA- TIONAL LEVEL	BASE	1st 6 Months	2nd 6 Months	2nd Year
1	H	6.625	6.778	7.25	15	H	8.057	8.215	8.872
2	H	6.933	7.044	7.502	16	H	8.155	8.317	8.991
3	H	6.993	7.107	7.578	17	H	8.263	8.43	9.122
4	H	7.054	7.173	7.654	18	H	8.37	8.542	9.257
5	H	7.115	7.235	7.729	18A	H	8.508	8.679	9.402
6	H	7.203	7.327	7.835	19	H	8.708	8.886	9.648
7	H	7.291	7.419	7.941	20	H	8.846	9.03	9.813
JANITOR	H	7.43	7.558	8.099	21	H	8.999	9.188	9.999
8	H	7.386	7.517	8.057	22	H	9.152	9.346	10.18
9	H	7.484	7.619	8.178	22A	H	9.402	9.609	10.496
10	H	7.577	7.717	8.291	22B	H	9.721	9.952	10.902
11	H	7.672	7.815	8.404	23	H	10.062	10.312	11.331
12	H	7.768	7.913	8.521	24	H	10.269	10.526	11.581
13	H	7.865	8.015	8.638	25	H	10.476	10.741	11.833
14	H	7.962	8.115	8.755					

