

1368

12/31/97

AGREEMENT BETWEEN  
THE CITY OF GRAND RAPIDS  
AND  
THE ASSOCIATION OF PUBLIC ADMINISTRATORS  
OF GRAND RAPIDS  
JANUARY 1, 1995 THROUGH DECEMBER 31, 1997

*Grand Rapids, City of*

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## ARTICLE 1. RECOGNITION

The City of Grand Rapids ("Employer") agrees to recognize the Association of Public Administrators of Grand Rapids ("Association") as the exclusive bargaining representative for those employees holding positions in the unit certified by the Michigan Employment Relations Commission (MERC) in Case #R90 K-249.

## ARTICLE 2. DUES CHECK-OFF

- A. It shall be a condition of employment that all present and future employees in the bargaining unit shall either become and remain members in good standing of the Association or pay to the Association a service charge within thirty (30) days after the signing of the Agreement or the beginning of their employment, whichever is later.
- B. The Employer agrees to make dues/fees deductions from employees provided that the Employer has on file a current authorization signed by the employee directing the deduction of such Association dues/fees. The Employer will promptly remit these dues/fees to the Association.
- C. The Association agrees to provide the Employer with its properly authorized dues/fees structure. The Association also agrees to indemnify and hold the Employer harmless from any liability or damages which arise out of or relate to the deduction of dues/fees pursuant to this provision (including any attorney's fees expended in the defense of such claims).

## ARTICLE 3. MANAGEMENT RIGHTS

The Employer retains all legal rights and responsibilities granted to it under state, federal, and local laws, ordinances, or charters to operate the city and to manage its work force, except as expressly modified by the terms of this Agreement. The Employer's management rights include but are not limited to the right to contract or subcontract work when it is not feasible or economical for city employees to perform such work. The Association will be given at least thirty (30) days advance notice if such proposed contracting or subcontracting would result in the displacement of a bargaining unit member.

## ARTICLE 4. ASSOCIATION RIGHTS

- A. Collective bargaining negotiations will generally be scheduled during the regular business day without a loss of pay for up to six (6) employees on the Association's bargaining team. However, such negotiation time shall not be considered hours worked for any other purpose and shall not result in any entitlement to overtime compensation.

- B. An Association representative and the grievant shall be allowed reasonable release time with pay to prepare for and attend any scheduled grievance conferences with the Labor Relations Department. However, such release time shall not be considered hours worked for any other purpose and shall not result in any entitlement to overtime compensation.
- C. The Association Chairperson/designee, Contract Committee representative, and the grievant shall be allowed release time with pay to attend scheduled arbitration or Civil Service Board hearings. The Association Chairperson/designee will be allowed one (1) day release time with pay to prepare for each scheduled arbitration case. However, such release time shall not be considered hours worked for any other purpose and shall not result in any entitlement to overtime compensation.

#### ARTICLE 5. GRIEVANCE PROCEDURE

- A. A grievance is defined as any disagreement between the parties over the interpretation or application of the terms or provisions of this Agreement.
- B. Any employee may process a grievance by presenting a signed, written statement to the Labor Relations Department briefly stating the facts of the alleged dispute, the specific involved provisions of the Agreement, and the requested remedy. At the employee's request, the Association representative may assist in the preparation of the grievance and affix his/her signature to such grievance. The grievance must be presented within fifteen (15) working days after the employee knew or should have known of the alleged violation.
- C. The Labor Relations Department shall schedule a meeting to discuss the grievance within fifteen (15) working days after receipt of the grievance. A written response will be submitted to the Association and the grievant within ten (10) working days after the grievance conference.
- D. If the Association is not satisfied with the Employer's response, the Association may process the grievance as follows:
  - 1. Grievances involving classification, suspension, demotion, discharge, layoff and/or recall may be presented to the Civil Service Board. Notice of the grievance appeal to the Civil Service Board shall be made within thirty (30) days after the prearbitration conference referenced in item #3 below. Said appeal will be scheduled as soon as practical at the earliest regular meeting of the Board. A decision by a majority of the Board shall be final and binding on the Employer and the Association.

2. All other grievances may be submitted to arbitration by notice to the Labor Relations Office of intent to arbitrate within thirty (30) days after receipt of the Employer's answer. The Association may elect to submit grievances on suspension, demotion, discharge or layoff/recall to arbitration, but this shall be the Association's and the employee's exclusive remedy.
  3. Upon receipt of the Association's notice of intent to arbitrate or intent to appeal to the Civil Service Board, the parties shall meet within forty-five (45) days in a prearbitration conference to exchange evidence, identify disputed issues and witnesses, and stipulate facts. Only that evidence so exchanged may be submitted to arbitration. The parties may attempt to resolve the dispute; however, if the matter cannot be resolved, the parties shall attempt to mutually select an arbitrator.
  4. The arbitrator shall be mutually selected from a jointly developed list of preapproved arbitrators. The arbitrator shall be limited to the interpretation and application of the express terms of the Agreement and shall have no power to add, delete, or alter the terms of this Agreement. The decision of the arbitrator shall be final and binding on the employee(s), the Association, and the Employer. Fees and expenses of the arbitrator shall be paid by the loser unless otherwise directed by the arbitrator. Each party is responsible for its own costs regarding witnesses and other individuals it requests to attend the arbitration.
- E. A grievance not processed or answered in a timely manner shall be considered resolved on the basis of the last timely answer or demand.

#### ARTICLE 6. NO STRIKE

The Association and its members recognize that strikes by public sector employees are illegal in the state of Michigan. The Association agrees not to call or support in any manner a strike by its members. The Association's members agree not to engage in a strike and to faithfully fulfill their duties and responsibilities as assigned even in the event of a strike or picket by any other employees, organizations, or individuals.

#### ARTICLE 7. NO DISCRIMINATION

The Employer and the Association recognize and agree to abide by their legal obligations not to discriminate based on race, religion, national origin, sex, age, height, weight, marital status, veteran status, or handicap. The parties also agree that they will not discriminate against any employee because of his/her membership in or refusal to join the Association.

## ARTICLE 8. CIVIL SERVICE BOARD RULES

To the extent that they are not in conflict with other provisions of this Agreement, the existing Grand Rapids Civil Service Board Rules, Administrative Regulations and Procedures together with any amendments subsequently adopted and approved by the Civil Service Board are incorporated by reference into this Agreement. Notwithstanding this provision, the Association agrees that the Civil Service Board will place all bargaining unit classifications into the "non-competitive" group of classified positions (effective January 1, 1997).

Notwithstanding the provisions of Civil Service Board Rule 503.0(a), ties in classification seniority shall be broken on the basis of total permanent, continuous employment time with the Employer.

Political appointees who are not subject to the Civil Service Board rules continue to serve at the pleasure of the appointing official.

## ARTICLE 9. NEW OR CHANGED JOBS

An employee may request a review of his/her position no more than once every three (3) years.

If the Employer creates a new position within the unit or if the responsibilities of a job within the unit are significantly changed during the duration of this Agreement, the parties shall meet to discuss the appropriate salary range. If the parties cannot agree, the matter may be appealed to the Civil Service Board for resolution.

In the event that a permanent employee occupies a position that is reclassified, then the reclassified position will be filled first from a pool of qualified bargaining unit employees. In the event there is no pool of qualified bargaining unit employees, then the position may be filled by qualified non-bargaining unit employees.

## ARTICLE 10. WAGES/FRINGE BENEFITS

- A. For the calendar year 1995, wages shall be increased by 1.5% effective January 1, 1995, and 1.5% effective July 1, 1995 (see attached wage schedule). The increases shall be non-compounding and based on the wage rate of December 31, 1994.
- B. For the calendar year 1996, wages shall be increased by 1.5% effective January 1, 1996, and 1.5% effective July 1, 1996 (see attached wage schedule). The increases shall be non-compounding and based on the wage rate of December 31, 1994.
- C. Effective January 1, 1997, wages shall be increased by 4% based on the July 1, 1996 rate (see attached wage schedule).

D. Effective January 1, 1995, the longevity pay plan shall be as follows:

<u>Years of Service</u>	<u>Amount</u>	<u>Longevity Pay Step</u>
5 through 9	\$ 250	L1
10 through 14	\$ 420	L2
15 through 19	\$ 600	L3
20 through 24	\$ 750	L4
25 and over	\$ 925	L5

E. Effective January 1, 1995, the shift differential for eligible employees shall be as follows:

Second shift: 55¢ per hour                      Third shift: 60¢ per hour

Effective January 1, 1997, the shift differential for eligible employees shall be as follows:

Second shift: 60¢ per hour                      Third shift: 65¢ per hour

F. Fringe benefits shall be as established in the Management Compensation and Fringe Benefits Handbook. The Employer agrees to maintain the benefits in effect at the time this Agreement is signed. No changes in the level of benefits during the life of this Agreement shall occur without mutual consent of the parties.

G. Effective January 1, 1995, grandchildren shall be added to the list of immediate family members for whom sick leave can be used as outlined in Section VI of the Management Compensation and Fringe Benefits Handbook (pp. 6-1 and 6-2)

#### ARTICLE 11. VACATION

In lieu of the birthday holiday and floating holiday provided for in Section VIII(B) of the Management Compensation and Fringe Benefits Handbook (p. 8-1), the employees represented by the Association shall have the following vacation allowances (effective January 1, 1996):

<u>Years of Continuous Service</u>	<u>Vacation Days Credited on the Following January 1</u>
1 year	12 days
2 years	13 days
3 years	14 days
4 years	15 days
5 years	16 days
6 years	17 days
7 years	18 days
8 years	19 days
9 years	20 days
10 years	21 days
11 years	22 days

<u>Years of Continuous Service</u>	<u>Vacation Days Credited on the Following January 1</u>
12 years	23 days
13 years	24 days
14 years	25 days
15 years	26 days
16+ years	27 days

**ARTICLE 12. SEVERANCE PAY PACKAGE**

In the event of an involuntary layoff, the City Manager shall upon the employee's request provide a severance package for the employee. An employee's eligibility for a severance package requires relinquishment of claims to all future re-employment rights and claims against the City. The value of the package is not to exceed three months of total compensation the employee would have earned.

**ARTICLE 13. PENSION**

- A. The Grand Rapids General City Employees Pension Plan has provided retirement plans for its nonuniformed employees since October 1, 1939. Employees in the Museum, Library, and 61st District Court are also participants.
- B. The pension plan as amended herein shall be continued for the life of this Agreement.
- C. Effective January 1, 1997, the multiplier shall be increased from 2.4% to 2.5%. Therefore, employees retiring after this date who are covered by this Agreement shall have their "defined benefit" computed on a factoring of years of service x average final wage x 2.5% as of January 1, 1997, to arrive at the pension amount.
- D. Effective January 1, 1995, an employee's pension contribution shall be reduced by 1%, making the employee contribution 3% as of January 1, 1995, and 3.28% as of January 1, 1997.
- E. Effective January 1, 1995, an employee's contribution into the pension system shall terminate after 39 years of service.
- F. Effective July 1, 1995, the pension ordinance will be amended to permit employees to purchase up to two (2) years of credited service at the full contribution costs (constituting both the employee and employer costs) based on the actuarially determined formulated cost at the time of purchase.



- G. Effective January 1, 1995, the spousal death in-service benefit will be improved to prevent the employee's death in-service pension benefit from being actuarially reduced based on the deceased employee's age at the time of his/her death.
- H. The 401(a) Plan is a "money purchase" plan that requires a 6% of salary contribution from the employee and a 13% contribution from the City effective January 1, 1995. Benefits are based upon the accumulated cash value of the combined contributions as determined by investments made on behalf of the employee be ICMA.  
  
Effective January 1, 1997, employees covered by the 401(a) Plan, in lieu of a change in the defined benefit general pension plan, shall have a 14% contribution made by the City.
- I. Effective January 1, 1995, the severance package option will exist as outlined in Article 12 of this Agreement.

#### ARTICLE 14. SPECIAL CONFERENCE

- A. The Employer and the Association agree to meet and confer on matters of interest upon the written request of either party. The written request shall state the nature of the issues to be discussed and the reason(s) for requesting the conference. Discussion shall be limited in scope to the matters set forth in the request. The conference shall not be used to renegotiate provisions of this Agreement. Special conferences shall be held within fifteen (15) work days of receipt of the request. Each party shall be represented by not more than four (4) persons unless otherwise mutually agreed upon. A written summary of the conference discussion will be prepared by the Employer's representative and provided to the Association following the meeting.
- B. Employee representatives of the Association attending special conferences will be paid for time spent in special conferences, but only for straight time hours they would otherwise have worked on their regular schedule.
- C. Release of Association representatives to attend special conferences shall be arranged by the Labor Relations Department.

#### ARTICLE 15. MEMORANDUMS OF UNDERSTANDING

##### A. Smoking Policy

The Association and the Employer acknowledge that they have a joint responsibility to provide a safe work environment for all employees. The Association also agrees that the City has

the right to review, consolidate, and change the number of approved smoking areas within the Employer's facilities.

B. IRS Flexible Benefit Plan (Child Care Account)

The parties agree that if and when the computer system for the payroll is upgraded sufficiently to provide the capability to add additional employee directed deductions, the parties will meet to discuss the possibility of implementing an IRS Section 125 Flexible Benefit Plan to allow employees to establish a child care account on a pre-tax basis.

C. Bargaining Unit Classes

The parties agree that the bargaining unit does not include the classification of Water System Manager and the Assistant to the City Manager position currently classified as the Administrative Analyst II in the City Manager's Office.

ARTICLE 16. MAINTENANCE OF STANDARDS

The conditions of employment as they exist at the time this Agreement is signed shall be maintained to the extent not inconsistent with the specific terms of this Agreement.

ARTICLE 17. DURATION/TERMINATION

This Agreement shall become effective January 1, 1995, and shall continue in full force and effect through December 31, 1997. The Agreement shall be automatically renewed annually thereafter unless either party gives written notice at least sixty (60) days prior to the expiration date or any anniversary date thereafter of a desire to modify or terminate the Agreement.

In witness whereof, the parties have caused this Agreement to be executed by their duly authorized representatives this 14th of November, 1995.

ASSOCIATION OF PUBLIC ADMINISTRATORS OF GRAND RAPIDS

CITY OF GRAND RAPIDS

By Alan Amick

By John H. Lorie  
John H. Lorie, Mayor

By David Chyky

By Mary Theresa Jester  
Mary Theresa Jester, City Clerk

Approved for Mayor's signature

John Backus  
City Attorney

WITNESSES

Jane Magniant  
Linda Smith

APPROVED FOR MAYOR'S SIGNATURE

\_\_\_\_\_  
Assistant City Attorney

APPENDIX A

ASSOCIATION OF PUBLIC ADMINISTRATORS OF GRAND RAPIDS  
TITLES IN ALPHABETICAL LISTING

<u>CLASS CODE</u>	<u>Title</u>	<u>Range</u>
606	Accountant II	12
110	Accounts Payable Supervisor	12
149	Administrative Aide	4
622	Administrative Analyst I	11
622P	Administrative Analyst I	13P
641	Administrative Analyst II	16
600	Administrative Services Officer I	16
626	Administrative Services Officer II	18
687	Arena Supervisor	10
615	Assistant City Assessor	17
669	Assistant City Engineer	22
629	Assistant Human Resources Director	18
629P	Assistant Human Resources Director	20P
710	Assistant Planning Director	18
677	Athletic Supervisor	10
612	Budget Analyst	12
666	Building Inspections Administrator	16
653	Building Inspections Supervisor	13
357	Building Maintenance Supervisor I	9
358	Building Maintenance Supervisor II	10
358P	Building Maintenance Supervisor II	11P
732	Business Advocate	18
624	Buyer	10
339	Cemetery Supervisor	11
146	Clerk IV (Assessor's)	7
601	Community Services Administrator	13
911	Construction Inspection Supervisor	13
138	Construction Rehab Coordinator	16
218	Contract Administrator	11
635	Contract Compliance Officer	12
808	Crime Lab Specialist	14
808P	Crime Lab Specialist	15P
639	Customer Service Administrator	16
148	Deputy City Clerk	16
117	Deputy City Treasurer	16
113	Deputy Comptroller	22
717	Economic Development Coordinator I	14
735	Economic Development Coordinator II	17
614	EDP System Administrator	17
809	Emergency Management Planner	10
238	Employment Services Supervisor	14
916	Engineering Design Services Supervisor	13
636	Equal Opportunity Specialist	12
376	Equipment Maintenance Superintendent	15
375	Equipment Maintenance Supervisor	11
672	Facilities Project Engineering Coordinator	18
637	Fair Housing Officer	12
607	Financial Analyst	12
364	Forestry Supervisor	13

APPENDIX A CONTINUED

<u>CLASS CODE</u>	<u>TITLE</u>	<u>RANGE</u>
640	Housing Development Officer	15
528	Housing Inspections Administrator	16
530	Housing Inspections Supervisor	13
135	Housing Project Manager	10
722	Housing Rehab Administrator	16
664	Hydraulic Engineer	17
609	Income Tax Examination Supervisor	14
602	Internal Auditor I	12
611	Internal Auditor II	14
689	Marketing and Program Specialist	10
331	Meter Maintenance Supervisor	12
342	Parking Facility Supervisor	12
336	Parks Maintenance Supervisor	10
714	Parks Superintendent	18
114	Payroll Supervisor	12
645	Personnel Analyst	11
650	Project Engineer	15
733	Real Property Manager	16
712	Recreation Center Supervisor	10
716	Recreation Services Specialist	10
715	Recreation Superintendent	18
688	Recreation Supervisor	10
541	Safety Technician	10
647	Senior Electrical Engineer	15
651	Senior Project Engineer	17
349	Sewer Maintenance Superintendent	17
367	Signal & Lighting Superintendent	17
365	Signal & Lighting Supervisor	13
334	Special Events Coordinator	10
347	Streets & Sanitation Maintenance Superintendent	16
370	Streets & Sanitation Supervisor	11
740	Telecommunications Administrator	17
741	Telecommunications Specialist	10
354	Traffic System Engineer	16
631	Training Coordinator	15
355	Utilities Field Operations Supervisor	13
338	Utility Maintenance Supervisor	12
676	Wastewater Lab Superintendent	14
497	Wastewater Plant Shift Supervisor	10
660	Wastewater Plant Superintendent	20
351	Wastewater Plant Supervisor	17
352	Wastewater Technical Control Supervisor	14
362	Water Distribution Shift Supervisor	10
663	Water Filtration Plant Superintendent	18
361	Water Pumping Plant Superintendent	16

APPENDIX B

**ASSOCIATION OF PUBLIC ADMINISTRATORS OF GRAND RAPIDS  
ANNUAL SALARY SCHEDULE  
(With Rounded Hourly Equivalent Rates)  
Effective January 1, 1995**

Salary Range Number	A	B	C	D	E	F
4	25,904 12.45	27,171 13.06	28,565 13.73	29,979 14.41	31,457 15.12	33,061 15.89
6	27,171 13.06	28,565 13.73	29,979 14.41	31,457 15.12	33,061 15.89	34,708 16.69
7	28,565 13.73	29,979 14.41	31,457 15.12	33,061 15.89	34,708 16.69	36,418 17.51
8	29,979 14.41	31,457 15.12	33,061 15.89	34,708 16.69	36,418 17.51	38,234 18.38
9	31,457 15.12	33,061 15.89	34,708 16.69	36,418 17.51	38,234 18.38	40,176 19.32
10	33,061 15.89	34,708 16.69	36,418 17.51	38,234 18.38	40,176 19.32	42,161 20.27
11	34,708 16.69	36,418 17.51	38,234 18.38	40,176 19.32	42,161 20.27	44,314 21.30
12	36,418 17.51	38,234 18.38	40,176 19.32	42,161 20.27	44,314 21.30	46,489 22.35
13	38,234 18.38	40,176 19.32	42,161 20.27	44,314 21.30	46,489 22.35	48,811 23.47
14	40,176 19.32	42,161 20.27	44,314 21.30	46,489 22.35	48,811 23.47	51,260 24.64
15	42,161 20.27	44,314 21.30	46,489 22.35	48,811 23.47	51,260 24.64	53,814 25.87
16	44,314 21.30	46,489 22.35	48,811 23.47	51,260 24.64	53,814 25.87	56,517 27.17
17	46,489 22.35	48,811 23.47	51,260 24.64	53,814 25.87	56,517 27.17	59,346 28.53
18	48,811 23.47	51,260 24.64	53,814 25.87	56,517 27.17	59,346 28.53	62,302 29.95
19	51,260 24.64	53,814 25.87	56,517 27.17	59,346 28.53	62,302 29.95	65,405 31.44

APPENDIX B CONTINUED

**ANNUAL SALARY SCHEDULE  
EFFECTIVE JANUARY 1, 1995**

20	53,814 25.87	56,517 27.17	59,346 28.53	62,302 29.95	65,405 31.44	68,677 33.02
21	56,517 27.17	59,346 28.53	62,302 29.95	65,405 31.44	68,677 33.02	72,097 34.66
22	59,346 28.53	62,302 29.95	65,405 31.44	68,677 33.02	72,097 34.66	75,708 36.40

APPENDIX C

**ASSOCIATION OF PUBLIC ADMINISTRATORS OF GRAND RAPIDS  
ANNUAL SALARY SCHEDULE  
(With Rounded Hourly Equivalent Rates)  
Effective July 1, 1995**

Salary Range Number	A	B	C	D	E	F
4	26,287 12.64	27,573 13.26	28,987 13.94	30,422 14.63	31,922 15.35	33,550 16.13
6	27,573 13.26	28,987 13.94	30,422 14.63	31,922 15.35	33,550 16.13	35,221 16.93
7	28,987 13.94	30,422 14.63	31,922 15.35	33,550 16.13	35,221 16.93	36,956 17.77
8	30,422 14.63	31,922 15.35	33,550 16.13	35,221 16.93	36,956 17.77	38,799 18.65
9	31,922 15.35	33,550 16.13	35,221 16.93	36,956 17.77	38,799 18.65	40,770 19.60
10	33,550 16.13	35,221 16.93	36,956 17.77	38,799 18.65	40,770 19.60	42,784 20.57
11	35,221 16.93	36,956 17.77	38,799 18.65	40,770 19.60	42,784 20.57	44,969 21.62
12	36,956 17.77	38,799 18.65	40,770 19.60	42,784 20.57	44,969 21.62	47,176 22.68
13	38,799 18.65	40,770 19.60	42,784 20.57	44,969 21.62	47,176 22.68	49,532 23.81
14	40,770 19.60	42,784 20.57	44,969 21.62	47,176 22.68	49,532 23.81	52,017 25.01
15	42,784 20.57	44,969 21.62	47,176 22.68	49,532 23.81	52,017 25.01	54,610 26.25
16	44,969 21.62	47,176 22.68	49,532 23.81	52,017 25.01	54,610 26.25	57,352 27.57
17	47,176 22.68	49,532 23.81	52,017 25.01	54,610 26.25	57,352 27.57	60,223 28.95
18	49,532 23.81	52,017 25.01	54,610 26.25	57,352 27.57	60,223 28.95	63,222 30.40
19	52,017 25.01	54,610 26.25	57,352 27.57	60,223 28.95	63,222 30.40	66,372 31.91



APPENDIX C

**ANNUAL SALARY SCHEDULE  
EFFECTIVE JULY 1, 1995**

20	54,610 26.25	57,352 27.57	60,223 28.95	63,222 30.40	66,372 31.91	69,692 33.51
21	57,352 27.57	60,223 28.95	63,222 30.40	66,372 31.91	69,692 33.51	73,163 35.17
22	60,223 28.95	63,222 30.40	66,372 31.91	69,692 33.51	73,163 35.17	76,826 36.94

APPENDIX D

**ASSOCIATION OF PUBLIC ADMINISTRATORS OF GRAND RAPIDS  
ANNUAL SALARY SCHEDULE  
(With Rounded Hourly Equivalent Rates)  
Effective January 1, 1996**

Salary Range Number	A	B	C	D	E	F
4	26,670 12.82	27,974 13.45	29,409 14.14	30,865 14.84	32,387 15.57	34,039 16.36
6	27,974 13.45	29,409 14.14	30,865 14.84	32,387 15.57	34,039 16.36	35,734 17.18
7	29,409 14.14	30,865 14.84	32,387 15.57	34,039 16.36	35,734 17.18	37,495 18.03
8	30,865 14.84	32,387 15.57	34,039 16.36	35,734 17.18	37,495 18.03	39,364 18.92
9	32,387 15.57	34,039 16.36	35,734 17.18	37,495 18.03	39,364 18.92	41,364 19.89
10	34,039 16.36	35,734 17.18	37,495 18.03	39,364 18.92	41,364 19.89	43,407 20.87
11	35,734 17.18	37,495 18.03	39,364 18.92	41,364 19.89	43,407 20.87	45,624 21.93
12	37,495 18.03	39,364 18.92	41,364 19.89	43,407 20.87	45,624 21.93	47,863 23.01
13	39,364 18.92	41,364 19.89	43,407 20.87	45,624 21.93	47,863 23.01	50,254 24.16
14	41,364 19.89	43,407 20.87	45,624 21.93	47,863 23.01	50,254 24.16	52,775 25.37
15	43,407 20.87	45,624 21.93	47,863 23.01	50,254 24.16	52,775 25.37	55,405 26.64
16	45,624 21.93	47,863 23.01	50,254 24.16	52,775 25.37	55,405 26.64	58,187 27.97
17	47,863 23.01	50,254 24.16	52,775 25.37	55,405 26.64	58,187 27.97	61,100 29.37
18	50,254 24.16	52,775 25.37	55,405 26.64	58,187 27.97	61,100 29.37	64,143 30.84
19	52,775 25.37	55,405 26.64	58,187 27.97	61,100 29.37	64,143 30.84	67,338 32.37

APPENDIX D CONTINUED

ANNUAL SALARY SCHEDULE  
EFFECTIVE JANUARY 1, 1996

20	55,405 26.64	58,187 27.97	61,100 29.37	64,143 30.84	67,338 32.37	70,707 33.99
21	58,187 27.97	61,100 29.37	64,143 30.84	67,338 32.37	70,707 33.99	74,228 35.69
22	61,100 29.37	64,143 30.84	67,338 32.37	70,707 33.99	74,228 35.69	77,945 37.47

APPENDIX E

**ASSOCIATION OF PUBLIC ADMINISTRATORS OF GRAND RAPIDS  
ANNUAL SALARY SCHEDULE  
(With Rounded Hourly Equivalent Rates)  
Effective July 1, 1996**

Salary Range Number	A	B	C	D	E	F
4	27,053 13.01	28,376 13.64	29,831 14.34	31,308 15.05	32,852 15.79	34,527 16.60
6	28,376 13.64	29,831 14.34	31,308 15.05	32,852 15.79	34,527 16.60	36,247 17.43
7	29,831 14.34	31,308 15.05	32,852 15.79	34,527 16.60	36,247 17.43	38,033 18.29
8	31,308 15.05	32,852 15.79	34,527 16.60	36,247 17.43	38,033 18.29	39,929 19.20
9	32,852 15.79	34,527 16.60	36,247 17.43	38,033 18.29	39,929 19.20	41,957 20.17
10	34,527 16.60	36,247 17.43	38,033 18.29	39,929 19.20	41,957 20.17	44,030 21.17
11	36,247 17.43	38,033 18.29	39,929 19.20	41,957 20.17	44,030 21.17	46,279 22.25
12	38,033 18.29	39,929 19.20	41,957 20.17	44,030 21.17	46,279 22.25	48,550 23.34
13	39,929 19.20	41,957 20.17	44,030 21.17	46,279 22.25	48,550 23.34	50,975 24.51
14	41,957 20.17	44,030 21.17	46,279 22.25	48,550 23.34	50,975 24.51	53,533 25.74
15	44,030 21.17	46,279 22.25	48,550 23.34	50,975 24.51	53,533 25.74	56,200 27.02
16	46,279 22.25	48,550 23.34	50,975 24.51	53,533 25.74	56,200 27.02	59,022 28.38
17	48,550 23.34	50,975 24.51	53,533 25.74	56,200 27.02	59,022 28.38	61,977 29.80
18	50,975 24.51	53,533 25.74	56,200 27.02	59,022 28.38	61,977 29.80	65,064 31.28
19	53,533 25.74	56,200 27.02	59,022 28.38	61,977 29.80	65,064 31.28	68,305 32.84

APPENDIX E CONTINUED

ANNUAL SALARY SCHEDULE  
EFFECTIVE JULY 1, 1996

20	56,200 27.02	59,022 28.38	61,977 29.80	65,064 31.28	68,305 32.84	71,722 34.48
21	59,022 28.38	61,977 29.80	65,064 31.28	68,305 32.84	71,722 34.48	75,294 36.20
22	61,977 29.80	65,064 31.28	68,305 32.84	71,722 34.48	75,294 36.20	79,064 38.01

APPENDIX F

ASSOCIATION OF PUBLIC ADMINISTRATORS OF GRAND RAPIDS  
 ANNUAL SALARY SCHEDULE  
 (With Rounded Hourly Equivalent Rates)  
 Effective January 1, 1997

Salary Range Number	A	B	C	D	E	F
4	28,135 13.53	29,511 14.19	31,024 14.92	32,560 15.65	34,166 16.43	35,908 17.26
6	29,511 14.19	31,024 14.92	32,560 15.65	34,166 16.43	35,908 17.26	37,697 18.12
7	31,024 14.92	32,560 15.65	34,166 16.43	35,908 17.26	37,697 18.12	39,554 19.02
8	32,560 15.65	34,166 16.43	35,908 17.26	37,697 18.12	39,554 19.02	41,526 19.96
9	34,166 16.43	35,908 17.26	37,697 18.12	39,554 19.02	41,526 19.96	43,636 20.98
10	35,908 17.26	37,697 18.12	39,554 19.02	41,526 19.96	43,636 20.98	45,791 22.01
11	37,697 18.12	39,554 19.02	41,526 19.96	43,636 20.98	45,791 22.01	48,130 23.14
12	39,554 19.02	41,526 19.96	43,636 20.98	45,791 22.01	48,130 23.14	50,492 24.27
13	41,526 19.96	43,636 20.98	45,791 22.01	48,130 23.14	50,492 24.27	53,014 25.49
14	43,636 20.98	45,791 22.01	48,130 23.14	50,492 24.27	53,014 25.49	55,674 26.77
15	45,791 22.01	48,130 23.14	50,492 24.27	53,014 25.49	55,674 26.77	58,448 28.10
16	48,130 23.14	50,492 24.27	53,014 25.49	55,674 26.77	58,448 28.10	61,383 29.51
17	50,492 24.27	53,014 25.49	55,674 26.77	58,448 28.10	61,383 29.51	64,456 30.99
18	53,014 25.49	55,674 26.77	58,448 28.10	61,383 29.51	64,456 30.99	67,666 32.53
19	55,674 26.77	58,448 28.10	61,383 29.51	64,456 30.99	67,666 32.53	71,037 34.15

APPENDIX F CONTINUED

**ANNUAL SALARY SCHEDULE  
EFFECTIVE JANUARY 1, 1997**

20	58,448 28.10	61,383 29.51	64,456 30.99	67,666 32.53	71,037 34.15	74,591 35.86	78,306 37.65
21	61,383 29.51	64,456 30.99	67,666 32.53	71,037 34.15	74,591 35.86	78,306 37.65	82,227 39.53
22	64,456 30.99	67,666 32.53	71,037 34.15	74,591 35.86	78,306 37.65	82,227 39.53	

City of Chicago  
City Clerk  
JAN 1 1997  
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