



MOLINE CITY COUNCIL SPECIAL MEETING AGENDA

Tuesday, March 23, 2021

3:55 p.m.

City Hall

Council Chambers – 2nd Floor
619 16th Street, Moline, IL

This meeting will be conducted by audio or video conference without a physically present quorum of the Moline City Council due to the disaster declaration issued by Governor Pritzker related to COVID-19 public health concerns affecting the State and the City. The Mayor has determined that an in-person meeting at City Hall with all participants is not practical or prudent because of the disaster. Aldermen, the City Administrator, and Staff may not all be physically present at City Hall due to the disaster. Physical public attendance at City Hall may be limited or not feasible.

Call to Order

Pledge of Allegiance

Invocation – Alderman Schoonmaker

Remote Electronic Attendance

Approval of the remote electronic attendance of certain elected officials

COUNCIL MEMBER	PRESENT	ABSENT
Williams		
Parker		
Wendt		
Potter		
Moyer		
Schoonmaker		
Waldron		
Berg		
Mayor Acri		

Roll Call

Quorum

Public Comment

Members of the Public are permitted to speak after stating their names. Comments may also be emailed the day of the meeting, by 3:25 p.m., to the City Clerk, at jparr@moline.il.us. Please type **Public Comment** in the Subject line.

Agenda

1. A Resolution approving and accepting proposed changes to prior contract language as agreed to by and between the negotiators for the City of Moline and the American Federation of State, County & Municipal Employees (AFSCME), Local 1132, relating to wages, hours of work and certain other conditions of employment, for the contract term January 1, 2020 – December 31, 2022; and authorizing the Mayor and City Clerk to execute and attest to an agreement incorporating said changes with the American Federation of State, County & Municipal Employees (AFSCME), Local 1132, relating to wages, hours of work and certain other conditions of employment.

Executive Session

5 ILCS 120/2(C)(1)

Open Session

Adjourn

Council Bill/Resolution No. 1070-2021

Sponsor: _____

A RESOLUTION

APPROVING and accepting proposed changes to prior contract language as agreed to by and between the negotiators for the City of Moline and the American Federation of State, County & Municipal Employees (AFSCME), Local 1132, relating to wages, hours of work and certain other conditions of employment, for the contract term January 1, 2020 – December 31, 2022; and

AUTHORIZING the Mayor and City Clerk to execute and attest to an agreement incorporating said changes with the American Federation of State, County & Municipal Employees (AFSCME), Local 1132, relating to wages, hours of work and certain other conditions of employment.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MOLINE, ILLINOIS, as follows:

That the City Council does hereby approve and accept the proposed changes to prior contract language as agreed to by and between the negotiators for the City of Moline and the American Federation of State, County & Municipal Employees (AFSCME), Local 1132, for the contract term January 1, 2020 – December 31, 2022; provided said changes are substantially similar in content to that attached hereto and incorporated herein by this reference as Exhibit A; and

That the Mayor and City Clerk are hereby authorized to execute an agreement with the American Federation of State, County & Municipal Employees (AFSCME), Local 1132, relating to wages, hours of work and certain other conditions of employment, for the contract term January 1, 2020 – December 31, 2022; provided the American Federation of State, County & Municipal Employees, Local 1132, has previously ratified said agreement; provided, however, that said agreement is in substantially similar form and content to the contract language of the prior agreement between the parties, but subject to the changes negotiated by the parties, which changes are attached hereto and incorporated herein by this reference thereto as Exhibit A.

CITY OF MOLINE, ILLINOIS

Mayor

March 23, 2021

Date

Passed: March 23, 2021

Approved: March 30, 2021

Attest: _____

City Clerk

Tentative Agreement between the City of Moline and AFSCME, Local 1132

The following are proposals for changes to the collective bargaining agreement which have been tentatively agreed to by the City of Moline and AFSCME, Local 1132 subject to ratification by the Union and approval by the City Council.

- 3:012 ~~As to new members,~~ Signed copies of dues authorization cards ~~as set out in Exhibit C shall~~ must be filed with the City by the Union. Such authorizations will be effective the first full pay period occurring at least five (5) days after receipt by Human Resources of said authorization. ~~The City shall specify who is to receive such authorizations. The Union shall provide Human Resources with a blank copy of a new dues authorization card at least five (5) days prior to the implementation of a new card.~~
- 3:013 Amounts deducted for any pay period shall be in accordance with written notice furnished by the Union to the City at least fifteen (15) days before such pay period.
- 3:014 An employee covered by this Agreement may revoke a previously executed dues authorization card, according to the terms under which an employee voluntarily authorized said deduction, including those in 3:011, by executing a revocation as set out in Exhibit D, Signed copies of dues revocation notices must be filed with Human Resources by the Union within two (2) working days of receipt by the Union. Such revocations will be effective the first full pay period occurring at least five (5) days after receipt by Human Resources of said revocation, which revocation shall be effective commencing with the first payroll occurring at least five (5) days after receipt by the City. The revocation card shall be solely provided by the Union.
- 3:015 The City shall provide on the tenth (10th) day of each month to the Union Treasurer of Local 1132 and the AFSCME Council 31 Staff Representative in a Microsoft Excel spreadsheet or other editable digital file, the amount withheld by the City under 3:01-3:016 in the previous month along with the names of employees, employee number and/or the last four (4) digits of the employee's Social Security Number (SSN) and contact information for whom there still is on file a valid dues authorization card, and the names of bargaining unit employees for whom there is no authorization card on file.
- Within ten (10) calendar days after hire or transfer into the bargaining unit, the City will provide the name, job title and contact information on file of the new or newly assigned employee to the Union Treasurer of Local 1132 and the AFSCME Council 31 Staff Representative.
- 3:016 The Union shall indemnify and hold the City harmless from any and all claim of liability or loss arising out of the City's actions taken pursuant to 3:01-3:016. The Union shall also bear the cost of defending against any such claim or loss.
- 3:017 The City agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided for on written authorization in-on the form ~~attached hereto as Exhibit E provided by the Union~~. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written revocation to the Union President of Local 1132 and Human Resources, as set out in Exhibit F which is attached hereto. Such ~~authorization and~~ revocations ~~will shall~~ be effective the first full pay period occurring at least five (5) days after receipt of such revocation by Human Resources, as

~~provided for on dues authorization and revocation and the City shall remit the amounts deducted herein under as other dues check off. The revocation cards shall be solely provided by the Union.~~

~~* * * *~~

~~(FAIR SHARE)~~

~~3:03 Fair Share Deductions. Employees covered by this Agreement who are not members of the Union paying dues by voluntary payroll deduction shall be required to pay in lieu of dues, their proportionate fair share of the costs of the collective bargaining process, contract administration and the pursuance of matters affecting wages, hours and conditions of employment in accordance with the applicable Labor Relations Act. The fair share payment, as certified by the Union, shall be deducted by the City from the earnings of employees who have not executed dues check off authorizations and shall be remitted monthly to the Union at the address designated in writing to the City by the Union. The Union shall advise the City of any increase in fair share fees in writing at least fifteen (15) days prior to its effective date. The amount constituting each employee's share shall not exceed dues uniformly required of union members.~~

~~3:031 Religious Exemption. Should any employee be unable to pay their contribution to the Union based upon bona fide religious tenets or teachings of a church or religious body of which such employee is a member, such amount equal to their fair share shall be paid to a non-religious charitable organization mutually agreed upon by the employee affected and the Union. If the Union and the employee are unable to agree on the matter, such payments shall be made to a charitable organization from an approved list of charitable organizations. The employee will, on a monthly basis, furnish a written receipt to the Union that such payment has been made.~~

~~3:032 Notice and Appeal Rights. No later than thirty (30) days prior to the first deduction of a fair share fee from any employee's paycheck, the Union shall provide notice to all employees who have not executed dues check off authorizations of the expenditures for which fair share payers are charged and those for which they are not charged together with an explanation of the manner in which the fee is calculated and the manner in which the fee may be appealed. Within five (5) days of the effective day of this contract, the employer shall provide the union with a current list of all bargaining unit employees who have not executed dues authorizations including their home addresses.~~

~~3:033 Indemnification. The Union shall indemnify, defend and hold the City harmless against any claim, demand, suit or liability, including attorneys' fees, costs and reasonable expenses of defense arising from any action taken by the employer in complying with this Article.~~

~~* * * *~~

(UNION ACTIVITY)

4:03 Except as specifically provided elsewhere in this Agreement, no Union activity or Union business of any kind will be carried on during working hours. Violation of this prohibition shall be proper cause for disciplinary action. Failure of the City to enforce said prohibition in any one or more instances shall not be considered a waiver of said prohibition.

New Hires – The Union shall conduct union orientation with a union representative for each new bargaining unit employee during the employee's first or second week of employment at a time mutually

agreeable to the parties. Alternatively, the Union may choose to conduct less frequent group orientations with a union representative. The union orientation period shall be no longer than one (1) hour and shall take place during employees' regular working hours with no loss of pay to the employees involved. No overtime shall be incurred as a result of the Union orientation period.

* * * *

5:02 Stewards shall be certified as follows:

(JURISDICTION)

5:021 The Union shall be represented at Step 1 and 2 of the Grievance procedure by Union Stewards. The jurisdiction of a Steward shall be limited to the processing of grievances in accordance with the Grievance Procedure in the geographic area said Steward is certified to serve as a Steward.

(NUMBER)

5:022 1 for Emergency Center and all other Police civilian employees; ~~1 for 911 Centre Communications employees~~; 4 for Public Works employees; 2 for Parks and Recreation department employees; 2 for Water division employees; 3 for WPC division employees; 1 for all other employees reporting to City Hall; 1 for City Hall Annex East.

* * * *

8:153 A "seasonal employee" is excluded from the unit and refers to those whose regular assignment is expected to encompass less than one thousand (1,000) hours in a calendar year. ~~or extend no longer than six (6) consecutive calendar months.~~

Seasonal employee shall not be hired to cause a lay off or reduction of the unit or department below the certified number of ~~142~~ 125 employees unless mutually agreed upon and only perform seasonal work. For the year 2021, the minimum staffing requirement for hiring seasonal employees due to the unprecedented events in the community. The certified number of employees is subject to change contingent upon labor contract negotiations, position certifications, position decertifications, or through attrition, provided that the certified number will not go below ~~142~~ 125 employees due to attrition; provided, however, that should the number of employees drop below ~~142~~ 125 because of retirement, resignation, discharge, termination, or any other reason other than layoff and provided that the City exercises good faith efforts to recruit and fill open positions, then any restriction otherwise imposed by this section shall not limit the City's rights concerning seasonal employees. ~~Should the City enter into an agreement for consolidated dispatching, the aforementioned 142 employees shall be reduced by the number of budgeted emergency communications dispatcher positions.~~ Seasonal employees may be hired by the city from April 1 and shall be allowed to work through October 31 of the calendar year of hire. No additional seasonal personnel will be hired by the city until April 1 of the following year, except maintenance and concessions seasonal personnel at Green Valley, leaf collection seasonal personnel, clerical helper I at recreational office and janitor helpers at Coolidge school (1) and garden center (1).

* * * *

8:172 The City of Moline and AFSCME Local 1132 believe it is in the best interest of the community to develop and maintain a well-trained, highly qualified, stable workforce. In addition, both have an obligation to expand employment opportunities for minorities and other protected classes. Furthermore, both parties recognize the importance of facilitating promotional opportunities for qualified bargaining unit employees. Finally, the city and the union desire to recognize seniority as an important factor in the hiring process. In order to address these diversified priorities relative to hiring practices, the following procedures will be followed:

A vacant regular assignment will be posted on a bargaining unit basis for a period not less than seven (7) working days. At the same time, the vacancy may be advertised in accordance with the City of Moline Affirmative Action Plan. All bargaining unit positions will be first offered to bargaining unit employees. The most senior bargaining unit employee meeting all standards as outlined in the job description will be hired. It is understood that the job description shall include the qualifications for unit positions. If no bargaining unit applicant meets all standards, then the employer is free to solicit non-bargaining unit applicants. The position will then be assigned to the applicant who most completely meets the positions standards which would include bargaining unit applicants. In situations where two (2) or more applicants are parallel in meeting the standards, a bargaining unit employee will be hired over an outside candidate and/or employee more senior over a junior employee. Employees who are successful bidders are not permitted to bid on other vacant positions for a period of six (6) months. A copy of all unit job descriptions will be provided to the unit president for distribution to AFSCME membership. ~~Notwithstanding anything contained in this section an eligibility list may be maintained for outside emergency dispatchers candidates for a period of two (2) years, however each vacancy shall first be offered internally as outlined in the above procedure, before said vacancy is offered to any applicant on the eligibility list.~~

8:173 The City shall determine the successful bidder-applicant, if any, within twenty (20) normal scheduled workdays from the closing of the postings, unless such determination is delayed for lengthier advertising. Any employee who bids for a posted vacancy may withdraw such bid if such withdrawal is made before the City selects the successful bidder-applicant.

8:174 If an employee is a successful bidder, the employee shall be transferred to the vacancy and the employee's seniority group shall be based on the employee's new regular assignment, effective no later than thirty (30) calendar days following the selection or the opening of the vacancy, whichever is later. However, the employee may be retained on their old assignment pending transfer of a new successor, but this will be treated as a temporary assignment from the employee's new regular assignment.

8:175 If the City determines that the bidder is not in fact qualified for the assignment with normal supervisory instruction within ninety (90) calendar days ~~(one hundred eighty [180] days in the case of Emergency Communication Dispatchers)~~ from the date the employee begins work in the assignment (subject to absences or periods of work on former or other assignments extending the period), the employee will, subject to seniority, be returned to their previous classification and seniority group.

* * * *

9:05 A workday shall be divided into three (3) eight (8) hour shifts, i.e., first, second and third, and which shift an employee is assigned to shall be determined by where the majority of hours in the employee's normal workday falls: first, 7:00 A.M. until 3:00 P.M.; second, 3:00 P.M. to 11:00 P.M.; third, 11:00 P.M. until 7:00 A.M. Shifts shall be assigned on the basis of bidding for periods determined by the Department Director (but at least annually) and seniority shall govern in the case of conflicts among bidders; however, the Department Director shall have the right to veto shift bids on the grounds of distributing experience among the shifts.

9:0005 For winter operations, Park Maintenance Section and Street Section employees shall do shift bidding jointly on an annual basis, based on overall seniority in the two sections, and seniority shall govern in the case of conflicts among bidders; however, the Department Director shall have the right to veto shift bids on the grounds of distributing experience among the shifts.

* * * *

9:053 The Public Works, ~~and~~ Parks and Recreation ~~and Public Utilities~~ Department members of field crews who are entitled to rest periods shall use their rest periods at the work site if the supervisor deems it necessary to the work involved. If so, the supervisor in such cases will also instruct an employee on City time to obtain items for such rest periods, if employees desire such items.

9:054 Notwithstanding any scheduled time for rest periods or lunch breaks which may be scheduled by supervision, that time will be delayed by an employee if the employee is in contact with a member of the public or as determined by supervision. An employee who, at the completion of their normal workday, has not received rest periods and/or lunch breaks by reason of this provision shall have such time paid for at the overtime rate, if the time involved was unpaid time, and half time in addition to the pay as to paid periods of time. ~~Dispatchers who work beyond their normal workday shall receive a ten minute rest break every four (4) hours and if they are not allowed to take the break, they shall be paid half time in addition to their pay.~~

* * * *

9:14 Full-time employees, ~~other than Emergency Communications Dispatchers,~~ may elect to take compensatory time rather than overtime pay with written authorization of the Department Director. Employees desiring to take compensatory time must request such time no later than the first Wednesday of the pay period in which compensatory time is to be earned and said election shall remain in effect until revoked. Compensatory time shall be accumulated at the rate of one and one-half (1-1/2) hours for each hour worked in excess of eight (8) hours per workday and in excess of forty (40) hours per workweek and credited at the end of each payroll. Compensatory time shall not be accumulated beyond eighty (80) hours in any quarter and, if any employee has accumulated eighty (80) hours of compensatory time in any quarter, the employee shall not accumulate any more compensatory time until the accumulation is reduced below eighty (80) hours and shall be paid time and one-half (1-1/2) for hours that would qualify for compensatory time accumulation but for this limitation. Compensatory time may be used, upon request, as approved and scheduled by the supervisor in full hour increments for normal workdays.

~~Emergency Communications Dispatchers, because of the minimum staffing requirements of the operation, may elect to take compensatory time rather than overtime pay (with written authorization of the department director). Compensatory time may be granted only when the department exceeds minimum staffing levels. Employees are required to report to their normal work site at the beginning~~

~~of the shift before any compensatory time will be permitted. Compensatory time usage cannot exceed four (4) hour intervals. Compensatory time shall be accumulated at the rate of one and one half (1½) hours for each hour worked in excess of eight (8) hours per workday and in excess of forty (40) hours per workweek. Emergency Communication Dispatchers receiving payment under Section 9.054 may elect to take such payment in compensatory time. Compensatory time shall not be accumulated beyond twenty four (24) hours.~~

9:141 The City shall pay for accrued compensatory time at time of termination at the employee's final rate of pay or at the employee's average rate of pay over the last three (3) years of employment with the City, whichever is higher.

9:15 An employee may be assigned stand-by duty which shall consist of making themselves available for receipt of call-in or callback. For such stand-by duty, the employee shall receive one (1) hour of overtime pay for each workday in which stand-by occurs; except for Saturday, Sunday or the employee's holiday pay, the stand-by rate shall be two (2) hours per day at the straight time rate.

9:151 "Stand-by" shall mean being available for duty necessitated by frequent, but unpredictable in nature and location, repairs or emergency maintenance that will be handled on a per call basis, which duty consists of being limited in one's personal activities for a set period of time so that the employee is capable of responding to said calls. Employee will not be deemed available for duty when on sick leave, family medical leave or vacation leave.

9:152 An employee on stand-by shall report to work, absent abnormal conditions, within 25 minutes after the employee acknowledges receipt of a call to report to work. If an employee has a City phone, the employee will be considered available for receipt of calls at all times and shall answer a call within fifteen (15) minutes of being called. If an employee does not have a City phone, the employee shall be considered to have refused a call request if the employee makes himself unavailable for receipt of two (2) calls for more than two (2) consecutive hours.

9:153 While on stand-by, the employee's pay will start with receipt of notification. The department being notified (~~i.e., Water Department or Emergency Center~~) will clock the employee in at this time.

* * * *

9:20 Employees forming part of field crews and employees at the Water Pollution Control plants, Water Plant and employees at the Municipal ~~Garage Services Center~~ shall be released from duty so as to have at least ten (10) minutes cleanup time prior to the end of their normal workday or their normal workday plus any assigned overtime.

* * * *

10:015 Maximum Accrual. For employees hired on or after January 1, 2021, the maximum sick leave accrual shall be one thousand (1,000) hours at any given time; and any sick leave accrual above said maximum shall be forfeited until such accrual is reduced below said maximum by usage.

* * * *

10:03 Notification for Sick Leave Use. In order to use sick leave, the employee shall notify their department of said use as soon as practicable but in no case later than either one-half (1/2) hour prior to the beginning of the employee's normal workday or one-half (1/2) hour after the beginning of the employee's normal workday as designated in writing by the Department Director. The notification shall go to the employee's immediate supervisor or to the Department Director or to the Department Director's secretary; and if none of these persons are available for notification, the employee, as a last resort, shall notify ~~non-emergency dispatch the Emergency Center dispatcher~~. Said order of notification shall be followed unless the Department Director posts a different order at the job site and provides a copy of the posting to the Union representative. This notice shall be provided daily, unless a physician's certificate provided to the City states a specific time period during which return to work would not be possible.

* * * *

10:07 Personal Days. Of the ninety-six (96) hours of maximum annual accrual of sick leave, an employee is entitled to use up to forty-eight (48) hours as personal leave beginning on the employee's anniversary date for any purpose the employee wishes. Beginning January 1, 2021, of the ninety-six (96) hours of maximum annual accrual of sick leave, an employee is entitled to use up to forty-eight (48) hours each calendar year as personal leave for any purpose the employee wishes. The following, however, constitutes limitations upon such usage:

* * * *

11:04 Claims for sick leave under 11:04 are subject to the same limitations as imposed by Article X. In addition to said limitations, the Department Director shall have the right to require an employee who has informed said Department Director of employee's non-work related sickness or disability and who continues to work to obtain a doctor's certificate that the employee is capable of performing the task required of the employee without danger to the employee's health (or, in the case of a pregnant female, without danger to the employee's health and the fetus' health) when the Department Director has reason to believe that the employee's performance is being adversely affected by the employee's condition. If the employee cannot provide said certificate within a reasonable time, the Department Director can require the employee to take the accrued rights provided in 11:03 to ~~11:07~~ **11:06** and upon the employee's refusal to do so may dismiss the employee.

(MAXIMUM LEAVE OF ABSENCE)

11:05 An employee who requires and makes application for a leave of absence under 11:03-11:04 shall be granted a leave of absence without pay for a maximum of one (1) year and shall be required to submit periodically, but not less frequently than once (1) per month, medical evidence that the employee is still disabled or sick.

(RE-EMPLOYMENT)

11:06 An employee resigned or terminated under 11:03 or 11:04 shall be exempt from testing other than medical examination and shall be given preference in hiring for a vacancy in a position of the same or lower grade for a period of one (1) year after the date of termination or resignation. Appointment under this provision, however, shall require a written finding by the Department Director that said employee meets the current qualifications for the position for which preference is claimed.

~~(MATERNITY)~~

~~11:07 — Pregnancy and pregnancy-related disabilities are non-work-related sickness or disability. A pregnant employee shall inform their Department Director of their condition within two (2) weeks after obtaining knowledge of such condition. An employee requesting vacation time or leave without pay shall make such request at least one (1) month prior to said leave or leaves. An employee expecting to use sick leave for a period longer than the period of said leave accruing for one (1) year's employment shall notify their Department Director of such expectation at the time the employee submits the doctor's certificate required by 11:04.~~

(PYRAMIDING PROHIBITED)

11:07~~7~~⁸ So as to preclude double compensation for the same sickness or injury, workers' compensation or pension shall not be claimed or payable for periods during which sick leave or duty disability leave is claimed or payable or vice versa. Sick leave, duty disability leave and/or pension may not be claimed for the same period. If pension is claimed for the same period in which workers' compensation is paid, any set-off allowed by law shall be made.

11:08~~8~~⁹ Disputes arising out of the denial of duty disability leave or non-duty disability leave may be grieved at Step 2 of the Grievance Procedure.

* * * *

ARTICLE XIII. HOLIDAY LEAVE

(HOLIDAYS)

13:01 The City shall observe the following days as holidays and may shut down all or part of its operations on said days at its discretion:

2020	Calendar Holiday	Day City Observes
New Year's Day	01/01/20 Wednesday	01/01/20 Wednesday
Presidents' Day	02/17/20 Monday	02/17/20 Monday
Spring Holiday	04/10/20 Friday	04/10/20 Friday
Memorial Day	05/25/20 Monday	05/25/20 Monday
Independence Day	07/04/20 Saturday	07/03/20 Friday
Labor Day	09/07/20 Monday	09/07/20 Monday
Veterans Day	11/11/20 Wednesday	11/11/20 Wednesday
Thanksgiving Day	11/26/20 Thursday	11/26/20 Thursday
Day after Thanksgiving	11/27/20 Friday	11/27/20 Friday
Day before Christmas	12/24/20 Thursday	12/24/20 Thursday
Christmas Day	12/25/20 Friday	12/25/20 Friday
Last Day of the Year	12/31/20 Thursday	12/31/20 Thursday
2021	Calendar Holiday	Day City Observes
New Year's Day	01/01/21 Friday	01/01/21 Friday
Presidents' Day	02/15/21 Monday	02/15/21 Monday
Spring Holiday	04/02/21 Friday	04/02/21 Friday
Memorial Day	05/31/21 Monday	05/31/21 Monday
Independence Day	07/04/21 Sunday	07/05/21 Monday

Labor Day	09/06/21 Monday	09/06/21 Monday
Veterans Day	11/11/21 Thursday	11/11/21 Thursday
Thanksgiving Day	11/25/21 Thursday	11/25/21 Thursday
Day after Thanksgiving	11/26/21 Friday	11/26/21 Friday
Day before Christmas	12/24/21 Friday	12/24/21 Friday
Christmas Day	12/25/21 Saturday	12/27/21 Monday
Last Day of the Year	12/31/21 Friday	12/31/21 Friday

2022	Calendar Holiday	Day City Observes
New Year's Day	01/01/22 Saturday	01/03/22 Monday
Presidents' Day	02/21/22 Monday	02/21/22 Monday
Spring Holiday	04/15/22 Friday	04/15/22 Friday
Memorial Day	05/30/22 Monday	05/30/22 Monday
Independence Day	07/04/22 Monday	07/04/22 Monday
Labor Day	09/05/22 Monday	09/05/22 Monday
Veterans Day	11/11/22 Friday	11/11/22 Friday
Thanksgiving Day	11/24/22 Thursday	11/24/22 Thursday
Day after Thanksgiving	11/25/22 Friday	11/25/22 Friday
Day before Christmas	12/24/22 Saturday	12/23/22 Friday
Christmas Day	12/25/22 Sunday	12/26/22 Monday
Last Day of the Year	12/31/22 Saturday	12/30/22 Friday

13:02 All non-probationary, regular City employees are entitled to holiday leave with pay on the days specified in 13:01 above. Holiday pay for a part-time employee shall be based on the average percentage of the workweek the employee is normally scheduled to work.

(RATE OF PAY)

13:03 The rate of pay for holiday leave shall be the rate of pay assigned to the employee's regular assignment to work on the date of use.

(OVERTIME PAY FOR HOLIDAY WORK)

13:04 Should an employee, other than Sanitation Division employees, Water Plant Operators, ~~Emergency Dispatchers~~ and any other employees in classifications that are regularly scheduled to work fifteen (15) or more shifts per week, be required to work on one of the dates specified in 13:01 Column B above, the employee shall be paid one and one-half (1-1/2) times the employee's regular rate of pay for all time worked, except that an employee who works on Thanksgiving Day, Day before Christmas or Christmas Day shall be paid two (2) times the employee's regular rate of pay for all time worked.

13:041 Water Plant Operators ~~and Emergency Dispatchers~~ shall be paid one and one-half (1-1/2) times their regular rate of pay for all time worked on one of the dates specified in 13:01 Column A above.

13:042 Sanitation Division employees shall be paid two and one-half (2-1/2) times their regular rate of pay for eight (8) hours if their route is completed. Hours of work beyond eight (8) hours will be paid at one and one-half (1-1/2) times the employees' hourly rate.

13:043 Employees in the Water Pollution Control Division of the Public Utilities Department that work on one of the dates specified in 13:01 Column B above shall be paid one and one-half (1-1/2) times their regular rate of pay for all time worked plus their holiday pay.

13:044 Employees temporarily assigned to a position set forth in 13:041, 13:042 or 13:043 shall not receive double compensation under this Article because of said temporary assignment and the rate of pay received shall be as governed by 8:20.

(BONUS DAYS)

13:05 All employees, other than Sanitation ~~Division Section~~ employees, Water Plant Operators, ~~Emergency Dispatchers~~ and other employees in classifications that are regularly scheduled to work fifteen (15) or more shifts per week, who perform holiday work of at least eight (8) hours in duration or whose regular day off coincides with an observed holiday as specified by 13:02, shall be entitled to schedule another day off in lieu of holiday leave with the scheduling approval of the Department Director. However, if the Department Director fails to approve a request to use a bonus day within sixty (60) days from the end of the payroll period in which the holiday worked falls, said employee shall be paid for an additional day. Water Plant Operators ~~and Emergency Dispatchers~~ shall receive eleven (11) bonus days in accordance with past practice effective April, 1999, and twelve (12) bonus days in accordance with past practice effective April, 2000. Employees performing holiday work of less than eight (8) hours in duration shall receive holiday pay and one and one-half (1-1/2) times their regular rate of pay for hours actually worked. Employees under 13:042 shall not be entitled to any additional time off for working as provided in said subparagraph.

* * * *

(NON-CUMULATIVE)

14:08 ~~For employees hired prior to January 1, 2021, Vacation-vacation~~ leave shall not be cumulative and an employee shall not be allowed to accrue vacation leave for a period greater than a two (2) year accrual.

For employees hired on or after January 1, 2021, vacation leave shall not be cumulative and an employee shall not be allowed to accrue vacation leave for a period greater than a one and one-half (1.5) year accrual.

* * * *

ARTICLE XV. WAGES

15:01 ~~Effective the first full payroll period beginning on or after January 1, 2016, employees shall receive a 2.50% across the board general wage increase applied to their then current rate as shown on Exhibit J, except employees whose wage rates are in excess of the top of their pay range.~~

In lieu of a general wage increase for the calendar year 2020, employees shall receive a one-time cash lump sum bonus of one thousand one hundred dollars (\$1,100), less mandatory and voluntary withholdings, to be paid no later than thirty (30) days after both parties execute the labor agreement.

Effective the first full payroll period beginning on or after January 1, 2017 2021, employees shall receive a 2.50% across the board general wage increase applied to their then current rate as shown on Exhibit J, except employees whose wage rates are in excess of the top of their pay range.

Effective the first full payroll period beginning on or after January 1, 2018 2022, employees shall receive a 2.25 2.00% across the board general wage increase applied to their then current rate as shown on Exhibit J, except employees whose wage rates are in excess of the top of their pay range.

* * * *

ARTICLE XVI. SHIFT DIFFERENTIALS

(SHIFT DIFFERENTIAL)

16:01 Upon execution of the labor agreement, A any employee assigned to work a second or third shift as defined in this Agreement shall receive compensation at a rate of ~~30~~ 40 cents per hour (\$0.40) for second shift and ~~3~~ 45 cents per hour (\$0.45) for third shift. Said compensation shall be entitled "shift differential premium" and shall be in addition to an employee's regular rate of pay.

* * * *

(UNIFORM ALLOWANCE)

17:06 Hereafter, the City shall provide Water Meter Service Workers, Field Service Workers and Mechanics I, II and III a uniform rental service at no cost to the employees in said classifications. Said service shall consist of six (6) pairs of slacks and six (6) shirts (short sleeve or long sleeve depending on the season). In addition said employees shall be paid a one-time fee of \$50.00 for the purchase of an approved winter coat. Employees so provided uniforms shall be required to appear in same at all times while on duty. Community Service Officers and Parking Attendant, upon being employed, shall be provided with necessary uniforms and shall receive a uniform allowance of \$200.00 on July 1 and January 1 of each year and the City will replace or repair clothing that is damaged in the performance of their duties. New employees are not eligible for a uniform allowance until after the first year of employment in the position. ~~Dispatchers shall be provided with the following: five (5) summer shirts, four (4) winter shirts and one (1) sweater.~~

* * * *

(INCENTIVE PAY FOR SANITATION DIVISION, LABORERS AND REFUSE TRUCK DRIVERS)

17:10 Only on holidays designated in 13:01 or for days actually worked due to a designated holiday, Laborers and Refuse Truck Drivers within the Sanitation ~~Division~~ Section of the ~~Municipal Services~~ Public Works Department shall be allowed to leave work simultaneously upon completion of all assigned routes and disposal of waste at the landfill whether said quitting time corresponds to the end of said employees' normal workday or not and shall not be docked therefore; provided, however, that all said employees leave work at the same time on said holiday or day actually worked due to designated holiday. At all other times, said employees shall be scheduled to work until the end of their respective shifts as designated by said employees' supervisor(s). Nothing in this section shall prevent the City from scheduling work differently than in the past and inclusion of this provision shall not be construed as a guarantee that such employees will be continued in the present practice of providing said employees an additional workday at the overtime rate in a workweek during which a holiday falls.

* * * *

~~(DISPATCHER SPECIAL DUTY PAY)~~

~~17:12 Non-probationary Emergency Communications Dispatchers designated in writing by the Public Safety Communications Manager to perform the duties of Lead Shift Dispatcher shall be paid fifty dollars (\$50.00) per week for each full week the employee is assigned to Lead Shift Dispatcher and shall be paid ten dollars (\$10.00) per day for partial weeks of such assignment. If the Lead Shift Dispatcher is absent for two (2) or more days, outside of normal scheduled days off, the Public Safety Communications Manager shall designate another non-probationary Emergency Communications Dispatcher to fulfill the duties of Lead Shift Dispatcher. The position requirements for Lead Shift Dispatcher are on Exhibit L and the selection procedures are on Exhibit M. A dispatcher assigned to train a new hire shall receive one (1) hour of straight time pay for each full eight (8) hours shift not to exceed four (4) months of training for each new hire. The City shall determine the amount of training to be given to each new hire.~~

ARTICLE XVIII. INSURANCE

(HEALTH INSURANCE PROGRAM)

18:01 A health insurance, prescription drug, dental benefit and vision benefit program as described in the City of Moline Benefit Plan booklet (hereinafter referred to as “health insurance program”), shall be offered to all regular employees. The actual plan documents shall be the basis of any final interpretation for eligibility and benefits. ~~Effective January 1, 2016 through December 31, 2018,~~ Employees shall pay 20% of the total monthly premium, which shall increase as follows:

Choice Plus Plan

Effective 1/1/2020: Increase the total premium by 6.5%.

Effective 1/1/2021: Increase the total premium by 7%.

Effective 1/1/2022: Increase the total premium by 5%. If another union negotiates a lower increase to total premium for 2022, AFSCME will pay the same increase.

High Deductible Health Plan

Effective 1/1/2020: Increase the total premium by 5%.

Effective 1/1/2021: Increase the total premium by 5%.

Effective 1/1/2022: Increase the total premium by 5%. If another union negotiates a lower increase to total premium for 2022, AFSCME will pay the same increase.

~~Effective January 1, 2019 through the term of this Agreement, at no time will the employee’s share of the New Rate Total be higher than any other union within the City. Refer to Exhibit N for premium and benefit changes and for premium increases effective on January 1, ~~2016~~2020, January 1, ~~2017~~2021, January 1, ~~2018~~ and January 1, ~~2019~~2022.~~

Employees shall have the option to elect not to be covered under the City’s health insurance program provided they give written notice two (2) weeks prior to the first payroll period of a month.

* * * *

(CONTINUATION OF COVERAGE AFTER RETIREMENT)

18:04 For employees hired prior to January 1, 2020, The the City will pay the Employer’s share of the health insurance premium of the City of Moline’s group health insurance program for retired employees aged

50 ~~to 65~~ until the employee becomes eligible for Medicare and for those employees who are on a disability pension at any age. However, the City shall not pay the health insurance premiums for those retired who are eligible to be covered by another health insurance program due to subsequent employment. Furthermore, the City shall require the retired or disabled employee to file a statement annually indicating they are not eligible through employment with another employer to be covered by another health insurance program. If a retiree once eligible becomes ineligible to be covered by another health insurance program or leaves their employment, that retiree shall be allowed coverage under the City's group health insurance program, but at the then bargained-for rate for said retiree's coverage type and age category.

Employees hired on or after January 1, 2020 shall pay 100% of the total premium for coverage continuation under the City's health insurance plans upon retirement in all age categories. The City shall contribute seven hundred fifty dollars (\$750) per year on the first full pay period beginning on or after January 1 to a Retiree Health Savings account on behalf of non-probationary employees after one year of employment. Said employees will contribute \$10.00 per pay period to their Retiree Health Savings account beginning the same pay period as the City's contributions. Employees who leave employment with the City, for any reason, shall continue to have the previously deposited funds available to them, subject to IRS regulations. Deposits to the account shall cease after the employment relationship has ended.

For the purposes of this Article, retired employees shall include only:

- 1) Those qualifying for the Illinois Municipal Retirement Fund's (IMRF's) Tier 1 Plan who had eight (8) years of service or more ~~with the City~~ at the time of retirement and who received a pension for that service at the time of retirement; or
- 2) Those qualifying for the Illinois Municipal Retirement Fund's (IMRF's) Tier 2 Plan who had ten (10) years of service or more ~~with the City~~ at the time of retirement and who received a pension for that service at the time of retirement.

Any retiree only shall have the right to choose coverage for themselves or their dependents under medical, prescription drug, dental and vision coverage and may not omit any of the coverages. Refer to Exhibit N for premiums and benefit changes and for premium increases effective on January 1, ~~2016~~ 2020, January 1, 2021 and January 1, ~~2019~~2022.

* * * *

**ARTICLE XIX. CLASSIFICATION, POSITION, JOB DESCRIPTION
AND PAY GRADE**

(INITIAL REVIEW)

19:01 The City currently has on file in the Human Resources Office a classification system for employees covered by this Agreement referred to as the GovHR USA Classification and Compensation Study (the GovHR pay plan); and all ~~said bargaining unit~~ employees are assigned a position within said classification system and a pay grade therefore and each position has a job description. The Union agrees that, as of the date of execution hereof, each position, classification, job description and pay grade in the GovHR pay plan are properly allocated therein. Employees hired prior to January 1, 2020 shall remain on the classification system and pay plan in place prior to the adoption of the GovHR pay

plan so long as they remain bargaining unit members, except as modified below. The GovHR pay plan is attached as Exhibit T.

Current employees hired prior to January 1, 2020 whose rate of pay is below the GovHR pay plan minimum for their job classification will be placed in the GovHR pay plan pay ranges (minimums and maximums) effective upon execution of the labor agreement.

The City will furnish the Union a complete copy of the City's system for classifying position. In the event the method is modified or changed, the City shall furnish the Union with any modifications.

* * * *

(SAFETY SHOES)

23:092 A pair of safety shoes shall continue to be furnished each fiscal year to employees whose regular assignments require safety shoes under 23:09. Safety shoes furnished to employees with seniority shall be furnished on the following basis:

23:0921 An employee with seniority may select any pair of safety shoes meeting minimum standards from the vendor of the employee's choice. The City will ~~a~~ pay up to one hundred twenty-five dollars and no cents (~~\$100.00~~ \$125.00).

23:0922 Probationary employees may select any pair of safety shoes meeting minimum standards from the vendor of the employee's choice and pay directly to the vendor the cost thereof. However, upon said employee becoming an employee with seniority, the City will reimburse the employee for the cost of the safety shoes up to maximum of one hundred twenty-five dollars and no cents (~~\$100.00~~ \$125.00).

* * * *

ARTICLE XXVI. EFFECT OF AGREEMENT

26:01 The parties agree that during negotiations which culminated in this Agreement, each party enjoyed and exercised without restraint, coercion, intimidation or other limitation, the right and opportunity to make demands and proposals or counter proposals with respect to any matter not reserved by law from that right and opportunity. The parties agree, therefore, that the other shall not be obligated to negotiate or bargain collectively with respect to any subject or matter, ~~whether~~ referred to herein or within the knowledge or contemplation of either party at the time they negotiated or signed this Agreement~~not, even though such subject or matter may not have been in the knowledge and contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.~~ During the term of this Agreement these provisions and conditions may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties in a written amendment executed according to the provisions of this Agreement.

* * * *

ARTICLE XXVII. TERM

27:01 The term of this Agreement shall begin on January 1, ~~2016~~ 2020, and shall remain in full force and effect until December 31, ~~2019~~ 2022, but no provision shall be retroactive prior to the execution date unless otherwise specified. It shall be automatically renewed from year to year thereafter, unless terminated or modified as hereinafter provided. Should either party desire to modify or terminate this Agreement, said party must notify the other party in writing on or before September 30, ~~2019~~ 2022, and may present its initial demands in writing at said time.

* * * *

EXHIBIT A

PRESENT MANAGERIAL, SUPERVISORY, PROFESSIONAL, TECHNICAL AND CONFIDENTIAL POSITIONS OR CLASSIFICATIONS NOT OTHERWISE EXCLUDED

CLASSIFICATIONS

Administrative Assistant	GIS Administrator
Administrative Assistant—Fleet	<u>Grant and Project Accountant</u>
Administrative Secretary	Housing Grant Compliance Analyst
Administrative Secretary—Finance	Human Resources Assistant
Adult/Young Adult Services Coordinator	Human Resources Manager
<u>Assistant Finance Director</u>	Human Resources Specialist
Battalion Chief	Information Technology Manager
Benefits Coordinator	IT Specialist
Building Official	Land Development Manager
Cemetery Manager	Lead Program Manager
Chief of Police/ Public Safety Director	Legal Assistant
Children's Services Coordinator	Legal Services Specialist
Circulation & Systems Services Coordinator	<u>Library Administrative Assistant</u>
City Administrator	Library Development/Marketing Coordinator
City Attorney	Library Director
City Clerk	<u>Main Street Program Manager</u>
City Planner	Municipal Services General Manager
City Engineer	Municipal Services Operations Manager
Civil Engineer	Network & Database Administrator
<u>Community Development Administrative Assistant</u>	Occupational Health Nurse Manager
Community Development Assistant	Parks Operations Manager
<u>Community Development Program Manager</u>	<u>Parks and Recreation Administrative Assistant</u>
<u>Community & Economic Development Director</u>	Parks Recreation Director
Construction Manager	<u>Police Administrative Assistant</u>
Customer Service & Risk Manager	Police Captain
Deputy City Attorney	Police Chief
<u>Deputy Fire Chief</u>	<u>Police Executive Coordinator</u>
Deputy Public Works Director/City Engineer	Property Management Coordinator
Design Engineer	Public Safety Communications Manager
Director of Public Works	<u>Public Works Executive Coordinator</u>
<u>Engineering Administrative Assistant</u>	Risk Management Specialist
Environmental Manager	System & Technical Services Coordinator
<u>Executive Coordinator to the City Administrator</u>	<u>Utility Revenue and Mapping Manager</u>
Executive Assistant	<u>Utilities Administrative Assistant</u>
Executive Coordinator	<u>Utilities Field Manager</u>
<u>Finance Administrative Assistant</u>	Utilities General Manager
Finance Director	Water Distribution Manager
Finance Manager	Water Laboratory Chemist
<u>Fire Administrative Assistant</u>	Water Plant Manager
Fire Chief	Water Pollution Control Treatment Operations Manager
Fire Inspector Marshal	Water Pollution Control Sewer Maintenance Manager
<u>Fleet and Facilities Coordinator</u>	

Fleet and Facilities Manager
FOIA & ~~Rental Housing Inspections~~
~~Program~~ Coordinator

EXHIBIT B

BOARDS HAVING INDEPENDENT POWERS OF HIRING

Board of Trustees of Fire Pension Fund (1)
Board of Trustees of Police Pension Fund (1)
Board of Fire and Police Commissioners (1)
Board of Local Improvements (1)
Board of Trustees of Moline Public Library (2)
Park and Recreation Board (3)

NOTES:

- (1) Although these Boards have the technical power to hire, it has not been exercised.
- (2) These Boards have and do hire employees.
- (3) Park and Recreation Board employees are under City Personnel Codes and are members of the unit other than those already excluded.

EXHIBIT C

RESERVED

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO
AUTHORIZATION FOR PAYROLL DEDUCTION

By _____
Please Print LAST NAME FIRST NAME MIDDLE NAME

To _____
NAME OF EMPLOYER DEPARTMENT

Effective _____, I hereby request and authorize you to deduct from my earnings each _____ an amount sufficient to provide for the regular payment of the current rate of monthly union dues established by AFSCME Local Union No. _____ Council No. _____ and any change in such amount shall be so certified by Local Union No. _____, Council No. _____, AFSCME. This authorization may be revoked as provided for in the Agreement.

EMPLOYEE'S SIGNATURE STREET ADDRESS

CITY and STATE

S.S.# _____ CITY EMPLOYEE # _____

EXHIBIT D

RESERVED

DUES ASSIGNMENT AUTHORIZE REVOCATION

I, _____, hereby revoke and make null any assignment of monies due and owing to me from the City of Moline, Illinois, to Local 1132, Council 31, American Federation of State, County and Municipal Employees, AFL-CIO, as membership dues; said revocation to be effective no later than the first payroll occurring five (5) days after receipt thereof.

Dated: _____

Signature of Employee: _____

Type or Print Name of Employee: _____

Street Address: _____

City, State & ZIP: _____

Employee's Number: _____

Employee's Social Security Number _____

Date of Receipt and by Whom: _____

EXHIBIT E

RESERVED

*AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO
AUTHORIZATION FOR PAYROLL DEDUCTION FOR PEOPLE*

By _____
Please Print LAST NAME FIRST NAME MIDDLE NAME

To _____
NAME OF EMPLOYER DEPARTMENT

Effective _____, I hereby request and authorize you to deduct from my earnings each _____ an amount sufficient to provide for the regular payment of the current rate of PEOPLE deductions pledged by me to AFSCME Local Union No. _____, Council No. _____. The amount shall be certified by Local Union No. _____, Council No. _____, and any change in such amount shall be so certified. The amount deducted shall be paid to the treasurer of Local Union No. _____, Council No. _____, AFSCME. This authorization may be revoked as provided for in the Agreement.

I, _____, hereby certify that I am a member of AFSCME Local Union No. _____, Council No. _____, and that I have received from the Union Officials all disclosures and explanations and other documentation and forms required by the Federal Election Campaign Act of 1971, as amended, prior to agreeing to make a contribution for PEOPLE. I also certify that I have been told that said authorization for PEOPLE deductions is neither a requirement of Union membership nor a condition of employment and that I will not be discriminated against for making said authorization or refusing or failing to make such authorization.

EMPLOYEE'S SIGNATURE STREET ADDRESS

S.S. # _____
CITY and STATE

CITY EMPLOYEE # _____

EXHIBIT F

RESERVED

PEOPLE ASSIGNMENT AUTHORIZATION REVOCATION

I, _____, hereby revoke and make null and void any assignment of monies due and owing to me from the City of Moline, Illinois, to Local 1132, Council 31, American Federation of State, County and Municipal Employees, AFL-CIO, as pledge of political action contributions; said revocation to be effective no later than the first payroll occurring five (5) days after receipt thereof.

Dated: _____

Signature of Employee: _____

Type or Print Name of Employee: _____

Street Address: _____

City, State & ZIP: _____

Employee's Number: _____

Employee's Social Security Number: _____

Date of Receipt and by Whom: _____

EXHIBIT G

City of Moline, Illinois

--	--	--	--	--

GRIEVANCE FORM

Employee Name _____ Union Assistance: Yes No
 Employee Position _____ If yes, name of union representation and/or
 legal representative _____
 Employee Department _____
 If union grievance, name of union _____

SECTION I

Specify provision violated: Article _____ Paragraph _____
 Grievance submitted informally to _____ on _____
 Supervisor Date

SECTION II

Statement of facts showing the violation, interpretation or misapplication of the agreement and **date incident occurred:**

Action sought: _____

Signature of grievant: _____ Date: _____

SECTION III - Explanation of responses are to be attached to this form.

Submission:			Response:		
Step 1			Date	<input type="checkbox"/> Granted <input type="checkbox"/> Denied	By
	Date	By			
Step 2			Date	<input type="checkbox"/> Granted <input type="checkbox"/> Denied	By
	Date	By			
Step 3*			Date	<input type="checkbox"/> Granted <input type="checkbox"/> Denied	By
	Date	By			
Step 4			Date	<input type="checkbox"/> Granted <input type="checkbox"/> Denied	By
	Date	By			

**If union assistance previously selected, grievance committee must approve submission at Step 3.*

EXHIBIT H

Active Positions:

- A. Community Service Officer (12/52)
- B. Accountant (18/58)
Accounting Technician (10/52)
Accounts Receivable Technician (10/52)
~~Emergency Communications Dispatcher (12)~~
~~Parking Services Technician (9)~~
Police Information Technician (10/52)
- C. ~~Electrical Technology &~~ Systems Integrator (16)
Janitor (4/51)
Parts & Service Specialist (13/57)
Senior Custodian (8/54)
Traffic Operations Specialist (18/58)
Traffic Operations Worker (11/54)
- D. Mechanic I (12/54)
Mechanic II (14/56)
Fleet Services Lead Technician (16/58)
- E. ~~Combination Inspector—Building I (16)~~
~~Combination Inspector—Building II (17)~~
~~Combination Inspector—Electrical I (16)~~
Combination Inspector – Electrical II (17/57)
Combination Inspector – Plumbing I (16/57)
~~Combination Inspector—Plumbing II (17)~~
Engineering Technician I (12/53)
Engineering Technician II (15/56)
Environmental Health Specialist (16/57)
Environmental Technician (15/54)
~~Neighborhood Improvement &~~ Lead Assessment Specialist (14/56)
Neighborhood Improvement Officer (16/56)
Resident Construction Inspector (16/57)
Survey Crew Chief (16/57)
~~Utility Billing Specialist (12)~~
Utility Billing & GIS Records Specialist (12/54)
- F. ~~Forester Arborist~~ (14/58)
Graphic Design Specialist (14/57)
Groundskeeper – Park Maintenance (4/51)
- Laborer – Park Maintenance (9/53)
Laborer – Public Works (9/53)
~~Landscape Worker (11)~~
Maintenance Specialist (14/56)
Motor Equipment Operator (11/54)
Motor Equipment Operator – Parks (11/54)
Municipal Services Crew Leader - Parks (16/58)
Municipal Services Crew Leader - Streets (16/58)
~~Park Operations Crew Leader (16)~~
Truck Driver (11/53)
- G. Collection System Operator (11/54)
Laborer – WPC (9/51)
Sewer Collection Crew Leader (16/57)
~~Truck Driver—WPC (11)~~
WPC Laboratory Technician (14)
WPC Mechanic (15/56)
WPC Operations Technician (11/53)
WPC Plant Operator (13/54)
WPC Treatment Operations Crew Leader (16/57)
- H. Water Field Service Technician (11/53)
- I. Utility Plumber (14/57)
Water Distribution Crew Leader (16/58)
Water Distribution Mechanic (13/56)
Water Distribution Operator (11/54)
Water Distribution Worker (9/53)
Water Laboratory Technician (14)
Water Plant Mechanic Operator (14/54)
Water Plant Operations & Maintenance Specialist (16/58)
Water Plant Operator (13/54)
- J. None
- K. Recreation Coordinator (17/60)
Recreation Specialist (14/55)
Special Events/Marketing Specialist (12/55)
~~Recreation Programmer I (14)~~
~~Recreation Programmer II (17)~~

EXHIBIT I

DESIGNATED SMOKING AREAS

Designated smoking areas will be in compliance with the Smoke-Free Illinois Act. The Act prohibits smoking in public places, places of employment, and governmental vehicles, including a minimum distance of 15 feet from entrances, exits, windows that open, and ventilation intakes that serve an enclosed area where smoking is prohibited.

Therefore, smoking is prohibited in all City vehicles and in all City buildings, including outside areas within 15 feet of entrances, exits, windows that open, and ventilation intakes.

Additionally, per General Ordinance No. 3037-2007, smoking is prohibited at the following locations: the Green Valley Sports Complex, Green Valley Soccer Complex, Prospect Park Pavilion, all playground areas, Riverside Riverside pool area, Garden Center and Greenhouse, warming shelters at Riverside and Prospect Parks and the Moline Activity Center (“MAC”). Smoking is not allowed while employees are in direct contact with the public. All smoking products, e.g. cigarettes, cigars, pipes, matches, tobacco products, etc., shall be disposed of properly and safely.

Designated outdoor smoking areas are as follows:

City Hall: West side of building, at least 15 feet from any entrances, exits, windows that open, and ventilation intakes.

City Hall East Annex: At least 15 feet south of the East door of the East Annex on the concrete.

Police Department: Gated area on west side of building within a ten foot square area between the cooling system tower and the emergency generator.

Public Works Facility: West side of the Northwest corner of the Fleet Division, at least 15 feet from any entrances, exits, windows that open, and ventilation intakes.

WPC Maintenance Facility: West side of the building, at least 15 feet from any entrances, exits, windows that open, and ventilation intakes.

North Slope WWTP: East side of main building, corridor between sludge pad, at least 15 feet from any entrances, exits, windows that open, and ventilation intakes.

South Slope WWTP: South side of main building (Laboratory exit), at least 15 feet from any entrances, exits, windows that open, and ventilation intakes.

Water Treatment Plant: South end of the floodwall between the distribution garage and water plant garage, at least 15 feet from any entrances, exits, windows that open, and ventilation intakes.

Cemetery Maintenance Building: At least 15 feet from any entrances, exits, windows that open, and ventilation intakes.

Parks Senior Citizen Center: East of easternmost door on north side of building, at least 15 feet from any entrances, exits, windows that open, and ventilation intakes.

911 Centre: At least 15 feet from any entrances, exits, windows that open, and ventilation intakes as allowed by law.

Libraries: At the rear of the buildings at least 15 feet from any entrances, exits, windows that open, and ventilation intakes.

EXHIBIT J
AFSCME PAY PLAN 2020

Effective January 1, 2016—December 31, 2019

(Minimum & maximum rates of each pay grade shall not be adjusted by the GWI for the period.)

<u>Year</u>	<u>GWI(%)</u>	<u>Effective Date</u>
2016	2.50%	1/10/2016
2017	2.50%	1/8/2017
2018	2.25%	1/7/2018
2019	2.25%	1/6/2019

Employees at the max of the pay grade as of the effective date of the negotiated GWI shall receive the negotiated GWI in a one-time lump sum payment on the paycheck corresponding to the first full payroll period of the calendar year.

Grade		Minimum	Maximum		Grade	Minimum	Maximum
3	A	29,500.85	44,888.90		11	43,585.98	66,321.42
(A03)	BW	1,134.65	1,726.50		(A11)	1,676.38	2,550.82
	H	14.1831	21.5812			20.9548	31.8853
4	A	30,975.78	47,133.42		12	45,765.20	69,636.94
(A04)	BW	1,191.38	1,812.82		(A12)	1,760.20	2,678.34
	H	14.8922	22.6603			22.0025	33.4793
5	A	32,524.34	49,490.27		13	48,053.82	73,119.07
(A05)	BW	1,250.94	1,903.47		(A13)	1,848.22	2,812.27
	H	15.6367	23.7934			23.1028	35.1534
6	A	34,150.48	51,964.43		14	50,456.02	76,774.67
(A06)	BW	1,313.48	1,998.63		(A14)	1,940.62	2,952.87
	H	16.4185	24.9829			24.2577	36.9109
7	A	35,858.58	54,562.35		15	52,979.26	80,613.73
(A07)	BW	1,379.18	2,098.55		(A15)	2,037.66	3,100.53
	H	17.2397	26.2319			25.4708	38.7566
8	A	37,651.33	57,290.90		16	55,628.56	84,644.56
(A08)	BW	1,448.13	2,203.50		(A16)	2,139.56	3,255.56
	H	18.1016	27.5437			26.7445	40.6945
9	A	39,533.73	60,155.06		17	58,409.10	88,877.15
(A09)	BW	1,520.53	2,313.66		(A17)	2,246.50	3,418.35
	H	19.0066	28.9207			28.0813	42.7294
10	A	41,510.56	63,163.57		18	61,329.63	93,320.45
(A10)	BW	1,596.56	2,429.37		(A18)	2,358.83	3,589.25
	H	19.9570	30.3671			29.4854	44.8656

AFSCME PAY PLAN 2021
Employees Hired Before January 1, 2020
Effective January 3, 2021
2.50% GWI

<u>Grade</u>		<u>Minimum</u>	<u>Maximum</u>		<u>Grade</u>		<u>Minimum</u>	<u>Maximum</u>
<u>3</u>	<u>A</u>	<u>\$ 30,238.42</u>	<u>\$ 46,011.06</u>		<u>11</u>	<u>A</u>	<u>\$ 44,675.70</u>	<u>\$ 67,979.39</u>
<u>(A03)</u>	<u>BW</u>	<u>\$ 1,163.02</u>	<u>\$ 1,769.66</u>		<u>(A11)</u>	<u>BW</u>	<u>\$ 1,718.30</u>	<u>\$ 2,614.59</u>
	<u>H</u>	<u>\$ 14.5377</u>	<u>\$ 22.1207</u>			<u>H</u>	<u>\$ 21.4787</u>	<u>\$ 32.6824</u>
<u>4</u>	<u>A</u>	<u>\$ 31,750.16</u>	<u>\$ 48,311.74</u>		<u>12</u>	<u>A</u>	<u>\$ 46,909.41</u>	<u>\$ 71,377.90</u>
<u>(A04)</u>	<u>BW</u>	<u>\$ 1,221.16</u>	<u>\$ 1,858.14</u>		<u>(A12)</u>	<u>BW</u>	<u>\$ 1,804.21</u>	<u>\$ 2,745.30</u>
	<u>H</u>	<u>\$ 15.2645</u>	<u>\$ 23.2268</u>			<u>H</u>	<u>\$ 22.5526</u>	<u>\$ 34.3163</u>
<u>5</u>	<u>A</u>	<u>\$ 33,337.41</u>	<u>\$ 50,727.46</u>		<u>13</u>	<u>A</u>	<u>\$ 49,255.23</u>	<u>\$ 74,946.98</u>
<u>(A05)</u>	<u>BW</u>	<u>\$ 1,282.21</u>	<u>\$ 1,951.06</u>		<u>(A13)</u>	<u>BW</u>	<u>\$ 1,894.43</u>	<u>\$ 2,882.58</u>
	<u>H</u>	<u>\$ 16.0276</u>	<u>\$ 24.3882</u>			<u>H</u>	<u>\$ 23.6804</u>	<u>\$ 36.0322</u>
<u>6</u>	<u>A</u>	<u>\$ 35,004.32</u>	<u>\$ 53,263.60</u>		<u>14</u>	<u>A</u>	<u>\$ 51,717.33</u>	<u>\$ 78,694.10</u>
<u>(A06)</u>	<u>BW</u>	<u>\$ 1,346.32</u>	<u>\$ 2,048.60</u>		<u>(A14)</u>	<u>BW</u>	<u>\$ 1,989.13</u>	<u>\$ 3,026.70</u>
	<u>H</u>	<u>\$ 16.8290</u>	<u>\$ 25.6075</u>			<u>H</u>	<u>\$ 24.8641</u>	<u>\$ 37.8337</u>
<u>7</u>	<u>A</u>	<u>\$ 36,755.06</u>	<u>\$ 55,926.42</u>		<u>15</u>	<u>A</u>	<u>\$ 54,303.81</u>	<u>\$ 82,629.04</u>
<u>(A07)</u>	<u>BW</u>	<u>\$ 1,413.66</u>	<u>\$ 2,151.02</u>		<u>(A15)</u>	<u>BW</u>	<u>\$ 2,088.61</u>	<u>\$ 3,178.04</u>
	<u>H</u>	<u>\$ 17.6707</u>	<u>\$ 26.8877</u>			<u>H</u>	<u>\$ 26.1076</u>	<u>\$ 39.7255</u>
<u>8</u>	<u>A</u>	<u>\$ 38,592.53</u>	<u>\$ 58,723.18</u>		<u>16</u>	<u>A</u>	<u>\$ 57,019.25</u>	<u>\$ 86,760.75</u>
<u>(A08)</u>	<u>BW</u>	<u>\$ 1,484.33</u>	<u>\$ 2,258.58</u>		<u>(A16)</u>	<u>BW</u>	<u>\$ 2,193.05</u>	<u>\$ 3,336.95</u>
	<u>H</u>	<u>\$ 18.5541</u>	<u>\$ 28.2323</u>			<u>H</u>	<u>\$ 27.4131</u>	<u>\$ 41.7119</u>
<u>9</u>	<u>A</u>	<u>\$ 40,522.14</u>	<u>\$ 61,658.90</u>		<u>17</u>	<u>A</u>	<u>\$ 59,869.26</u>	<u>\$ 91,099.01</u>
<u>(A09)</u>	<u>BW</u>	<u>\$ 1,558.54</u>	<u>\$ 2,371.50</u>		<u>(A17)</u>	<u>BW</u>	<u>\$ 2,302.66</u>	<u>\$ 3,503.81</u>
	<u>H</u>	<u>\$ 19.4818</u>	<u>\$ 29.6437</u>			<u>H</u>	<u>\$ 28.7833</u>	<u>\$ 43.7976</u>
<u>10</u>	<u>A</u>	<u>\$ 42,548.27</u>	<u>\$ 64,742.70</u>		<u>18</u>	<u>A</u>	<u>\$ 62,862.80</u>	<u>\$ 95,653.38</u>
<u>(A10)</u>	<u>BW</u>	<u>\$ 1,636.47</u>	<u>\$ 2,490.10</u>		<u>(A18)</u>	<u>BW</u>	<u>\$ 2,417.80</u>	<u>\$ 3,678.98</u>
	<u>H</u>	<u>\$ 20.4559</u>	<u>\$ 31.1263</u>			<u>H</u>	<u>\$ 30.2225</u>	<u>\$ 45.9872</u>

AFSCME Positions, Grades & Ranges 2021

Employees Hired On Or After January 1, 2020

Effective January 3, 2021

2.50% GWI

<u>Grade</u>	<u>New Minimum</u>	<u>New Maximum</u>	<u>Position Title</u>
<u>A60</u>	<u>\$69,087.82</u>	<u>\$96,722.91</u>	<u>Recreation Coordinator</u>
-	<u>\$33.2153</u>	<u>\$46.5014</u>	-
-	-	-	-
<u>A59</u>	<u>\$65,798.10</u>	<u>\$92,117.17</u>	-
-	<u>\$31.6337</u>	<u>\$44.2871</u>	-
-	-	-	-
<u>A58</u>	<u>\$62,664.58</u>	<u>\$87,730.45</u>	<u>Accountant</u>
-	<u>\$30.1272</u>	<u>\$42.1781</u>	<u>Arborist/Forester</u>
-	-	-	<u>Fleet Services Lead Technician</u>
-	-	-	<u>Municipal Services Crew Leader -- Parks</u>
-	-	-	<u>Municipal Services Crew Leader -- Streets</u>
-	-	-	<u>Traffic Operations Specialist</u>
-	-	-	<u>Water Distribution Crew Leader</u>
-	-	-	<u>Water Plant Operations & Maint. Special.</u>
-	-	-	-
<u>A57</u>	<u>\$59,680.61</u>	<u>\$83,552.77</u>	<u>Combination Inspector -- Electrical II</u>
-	<u>\$28.6926</u>	<u>\$40.1696</u>	<u>Combination Inspector -- Plumbing I</u>
-	-	-	<u>Environmental Health Specialist</u>
-	-	-	<u>Graphic Design Specialist</u>
-	-	-	<u>Part & Service Specialist</u>
-	-	-	<u>Resident Construction Inspector</u>
-	-	-	<u>Sewer Collection Crew Leader</u>
-	-	-	<u>Survey Crew Chief</u>
-	-	-	<u>Utility Plumber</u>
-	-	-	<u>WPC Treatment Ops Crew Leader</u>
-	-	-	-
<u>A56</u>	<u>\$51,938.43</u>	<u>\$72,713.68</u>	<u>Engineering Technician II</u>
-	<u>\$24.9704</u>	<u>\$34.9585</u>	<u>Maintenance Specialist</u>
-	-	-	<u>Mechanic II</u>
-	-	-	<u>Neighborhood Improvement Officer</u>
-	-	-	<u>Neighborhood Imprvmt. & Lead Assess. Special.</u>
-	-	-	<u>Water Distribution Mechanic</u>
-	-	-	<u>WPC Mechanic</u>
-	-	-	-
<u>A55</u>	<u>\$48,314.66</u>	<u>\$67,640.77</u>	<u>Recreation Specialist</u>
-	<u>\$23.2282</u>	<u>\$32.5196</u>	<u>Special Events/ Marketing Specialist</u>
-	-	-	-

AFSCME Positions, Grades & Ranges 2021

Employees Hired On Or After January 1, 2020

Effective January 3, 2021

2.50% GWI

<u>Grade</u>	<u>New Minimum</u>	<u>New Maximum</u>	<u>Position Title</u>
<u>A54</u>	<u>\$44,944.02</u>	<u>\$62,921.46</u>	<u>Collection System Operator</u>
-	<u>\$21.6077</u>	<u>\$30.2507</u>	<u>Environmental Technician</u>
-	-	-	<u>Mechanic I</u>
-	-	-	<u>Motor Equipment Operator -- Parks</u>
-	-	-	<u>Motor Equipment Operator -- Public Works</u>
-	-	-	<u>Senior Custodian</u>
-	-	-	<u>Traffic Operations Worker</u>
-	-	-	<u>Utility Billing & GIS Records Specialist</u>
-	-	-	<u>Utilities Laboratory Technician</u>
-	-	-	<u>Water Distribution Operator</u>
-	-	-	<u>Water Plant Mechanic Operator</u>
-	-	-	<u>Water Plant Operator</u>
-	-	-	<u>WPC Plant Operator</u>
-	-	-	-
<u>A53</u>	<u>\$41,808.21</u>	<u>\$58,531.62</u>	<u>Engineering Technician I</u>
-	<u>\$20.1001</u>	<u>\$28.1402</u>	<u>Laborer -- Parks</u>
-	-	-	<u>Laborer -- Public Works</u>
-	-	-	<u>Truck Driver</u>
-	-	-	<u>Water Distribution Worker</u>
-	-	-	<u>Water Field Service Technician</u>
-	-	-	<u>WPC Operations Technician</u>
-	-	-	-
<u>A52</u>	<u>\$38,891.42</u>	<u>\$54,448.16</u>	<u>Accounts Receivable Technician</u>
-	<u>\$18.6978</u>	<u>\$26.1770</u>	<u>Accounting Technician (A/P)</u>
-	-	-	<u>Community Service Officer</u>
-	-	-	<u>Police Information Technician</u>
-	-	-	-
<u>A51</u>	<u>\$36,182.64</u>	<u>\$50,655.49</u>	<u>Groundskeeper -- Park Maintenance</u>
-	<u>\$17.3955</u>	<u>\$24.3536</u>	<u>Janitor</u>
-	-	-	<u>Laborer -- WPC</u>

AFSCME PAY PLAN 2022
Employees Hired Before January 1, 2020
Effective January 2, 2022
2.00% GWI

<u>Grade</u>		<u>Minimum</u>	<u>Maximum</u>		<u>Grade</u>		<u>Minimum</u>	<u>Maximum</u>
<u>3</u>	<u>A</u>	<u>\$ 30,843.28</u>	<u>\$ 46,931.25</u>		<u>11</u>	<u>A</u>	<u>\$ 45,569.26</u>	<u>\$ 69,338.88</u>
<u>(A03)</u>	<u>BW</u>	<u>\$ 1,186.28</u>	<u>\$ 1,805.05</u>		<u>(A11)</u>	<u>BW</u>	<u>\$ 1,752.66</u>	<u>\$ 2,666.88</u>
	<u>H</u>	<u>\$ 14.8285</u>	<u>\$ 22.5631</u>			<u>H</u>	<u>\$ 21.9083</u>	<u>\$ 33.3360</u>
<u>4</u>	<u>A</u>	<u>\$ 32,385.18</u>	<u>\$ 49,277.90</u>		<u>12</u>	<u>A</u>	<u>\$ 47,847.70</u>	<u>\$ 72,805.41</u>
<u>(A04)</u>	<u>BW</u>	<u>\$ 1,245.58</u>	<u>\$ 1,895.30</u>		<u>(A12)</u>	<u>BW</u>	<u>\$ 1,840.30</u>	<u>\$ 2,800.21</u>
	<u>H</u>	<u>\$ 15.5698</u>	<u>\$ 23.6913</u>			<u>H</u>	<u>\$ 23.0037</u>	<u>\$ 35.0026</u>
<u>5</u>	<u>A</u>	<u>\$ 34,004.26</u>	<u>\$ 51,742.08</u>		<u>13</u>	<u>A</u>	<u>\$ 50,240.32</u>	<u>\$ 76,445.82</u>
<u>(A05)</u>	<u>BW</u>	<u>\$ 1,307.86</u>	<u>\$ 1,990.08</u>		<u>(A13)</u>	<u>BW</u>	<u>\$ 1,932.32</u>	<u>\$ 2,940.22</u>
	<u>H</u>	<u>\$ 16.3482</u>	<u>\$ 24.8760</u>			<u>H</u>	<u>\$ 24.1540</u>	<u>\$ 36.7528</u>
<u>6</u>	<u>A</u>	<u>\$ 35,704.45</u>	<u>\$ 54,328.98</u>		<u>14</u>	<u>A</u>	<u>\$ 52,751.71</u>	<u>\$ 80,268.03</u>
<u>(A06)</u>	<u>BW</u>	<u>\$ 1,373.25</u>	<u>\$ 2,089.58</u>		<u>(A14)</u>	<u>BW</u>	<u>\$ 2,028.91</u>	<u>\$ 3,087.23</u>
	<u>H</u>	<u>\$ 17.1656</u>	<u>\$ 26.1197</u>			<u>H</u>	<u>\$ 25.3614</u>	<u>\$ 38.5904</u>
<u>7</u>	<u>A</u>	<u>\$ 37,490.13</u>	<u>\$ 57,045.04</u>		<u>15</u>	<u>A</u>	<u>\$ 55,389.98</u>	<u>\$ 84,281.60</u>
<u>(A07)</u>	<u>BW</u>	<u>\$ 1,441.93</u>	<u>\$ 2,194.04</u>		<u>(A15)</u>	<u>BW</u>	<u>\$ 2,130.38</u>	<u>\$ 3,241.60</u>
	<u>H</u>	<u>\$ 18.0241</u>	<u>\$ 27.4255</u>			<u>H</u>	<u>\$ 26.6298</u>	<u>\$ 40.5200</u>
<u>8</u>	<u>A</u>	<u>\$ 39,364.42</u>	<u>\$ 59,897.55</u>		<u>16</u>	<u>A</u>	<u>\$ 58,159.71</u>	<u>\$ 88,495.89</u>
<u>(A08)</u>	<u>BW</u>	<u>\$ 1,514.02</u>	<u>\$ 2,303.75</u>		<u>(A16)</u>	<u>BW</u>	<u>\$ 2,236.91</u>	<u>\$ 3,403.69</u>
	<u>H</u>	<u>\$ 18.9252</u>	<u>\$ 28.7969</u>			<u>H</u>	<u>\$ 27.9614</u>	<u>\$ 42.5461</u>
<u>9</u>	<u>A</u>	<u>\$ 41,332.51</u>	<u>\$ 62,892.13</u>		<u>17</u>	<u>A</u>	<u>\$ 61,066.72</u>	<u>\$ 92,921.09</u>
<u>(A09)</u>	<u>BW</u>	<u>\$ 1,589.71</u>	<u>\$ 2,418.93</u>		<u>(A17)</u>	<u>BW</u>	<u>\$ 2,348.72</u>	<u>\$ 3,573.89</u>
	<u>H</u>	<u>\$ 19.8714</u>	<u>\$ 30.2366</u>			<u>H</u>	<u>\$ 29.3590</u>	<u>\$ 44.6736</u>
<u>10</u>	<u>A</u>	<u>\$ 43,399.20</u>	<u>\$ 66,037.50</u>		<u>18</u>	<u>A</u>	<u>\$ 64,120.16</u>	<u>\$ 97,566.35</u>
<u>(A10)</u>	<u>BW</u>	<u>\$ 1,669.20</u>	<u>\$ 2,539.90</u>		<u>(A18)</u>	<u>BW</u>	<u>\$ 2,466.16</u>	<u>\$ 3,752.55</u>
	<u>H</u>	<u>\$ 20.8650</u>	<u>\$ 31.7488</u>			<u>H</u>	<u>\$ 30.8270</u>	<u>\$ 46.9069</u>

AFSCME Positions, Grades & Ranges 2022

Employees Hired On Or After January 1, 2020

Effective January 2, 2022

2.00% GWI

<u>Grade</u>	<u>New Minimum</u>	<u>New Maximum</u>	<u>Position Title</u>
<u>A60</u>	<u>\$70,469.57</u>	<u>\$98,657.31</u>	<u>Recreation Coordinator</u>
-	<u>\$33.8796</u>	<u>\$47.4314</u>	-
-	-	-	-
<u>A59</u>	<u>\$67,114.11</u>	<u>\$93,959.42</u>	-
-	<u>\$32.2664</u>	<u>\$45.1728</u>	-
-	-	-	-
<u>A58</u>	<u>\$63,917.78</u>	<u>\$89,485.14</u>	<u>Accountant</u>
-	<u>\$30.7297</u>	<u>\$43.0217</u>	<u>Arborist/Forester</u>
-	-	-	<u>Fleet Services Lead Technician</u>
-	-	-	<u>Municipal Services Crew Leader -- Parks</u>
-	-	-	<u>Municipal Services Crew Leader -- Streets</u>
-	-	-	<u>Traffic Operations Specialist</u>
-	-	-	<u>Water Distribution Crew Leader</u>
-	-	-	<u>Water Plant Operations & Maint. Special.</u>
-	-	-	-
<u>A57</u>	<u>\$60,874.32</u>	<u>\$85,223.84</u>	<u>Combination Inspector -- Electrical II</u>
-	<u>\$29.2665</u>	<u>\$40.9730</u>	<u>Combination Inspector -- Plumbing I</u>
-	-	-	<u>Environmental Health Specialist</u>
-	-	-	<u>Graphic Design Specialist</u>
-	-	-	<u>Part & Service Specialist</u>
-	-	-	<u>Resident Construction Inspector</u>
-	-	-	<u>Sewer Collection Crew Leader</u>
-	-	-	<u>Survey Crew Chief</u>
-	-	-	<u>Utility Plumber</u>
-	-	-	<u>WPC Treatment Ops Crew Leader</u>
-	-	-	-
<u>A56</u>	<u>\$52,977.18</u>	<u>\$74,168.02</u>	<u>Engineering Technician II</u>
-	<u>\$25.4698</u>	<u>\$35.6577</u>	<u>Maintenance Specialist</u>
-	-	-	<u>Mechanic II</u>
-	-	-	<u>Neighborhood Improvement Officer</u>
-	-	-	<u>Neighborhood Imprvmt. & Lead Assess. Special.</u>
-	-	-	<u>Water Distribution Mechanic</u>
-	-	-	<u>WPC Mechanic</u>
-	-	-	-
<u>A55</u>	<u>\$49,281.02</u>	<u>\$68,993.60</u>	<u>Recreation Specialist</u>
-	<u>\$23.6928</u>	<u>\$33.1700</u>	<u>Special Events/ Marketing Specialist</u>
-	-	-	-

AFSCME Positions, Grades & Ranges 2022

Employees Hired On Or After January 1, 2020

Effective January 2, 2022

2.00% GWI

<u>Grade</u>	<u>New Minimum</u>	<u>New Maximum</u>	<u>Position Title</u>
<u>A54</u>	<u>\$45,842.99</u>	<u>\$64,179.86</u>	<u>Collection System Operator</u>
-	<u>\$22.0399</u>	<u>\$30.8557</u>	<u>Environmental Technician</u>
-	-	-	<u>Mechanic I</u>
-	-	-	<u>Motor Equipment Operator -- Parks</u>
-	-	-	<u>Motor Equipment Operator -- Public Works</u>
-	-	-	<u>Senior Custodian</u>
-	-	-	<u>Traffic Operations Worker</u>
-	-	-	<u>Utility Billing & GIS Records Specialist</u>
-	-	-	<u>Utilities Laboratory Technician</u>
-	-	-	<u>Water Distribution Operator</u>
-	-	-	<u>Water Plant Mechanic Operator</u>
-	-	-	<u>Water Plant Operator</u>
-	-	-	<u>WPC Plant Operator</u>
-	-	-	-
<u>A53</u>	<u>\$42,644.37</u>	<u>\$59,702.24</u>	<u>Engineering Technician I</u>
-	<u>\$20.5021</u>	<u>\$28.7030</u>	<u>Laborer -- Parks</u>
-	-	-	<u>Laborer -- Public Works</u>
-	-	-	<u>Truck Driver</u>
-	-	-	<u>Water Distribution Worker</u>
-	-	-	<u>Water Field Service Technician</u>
-	-	-	<u>WPC Operations Technician</u>
-	-	-	-
<u>A52</u>	<u>\$39,669.34</u>	<u>\$55,537.04</u>	<u>Accounts Receivable Technician</u>
-	<u>\$19.0718</u>	<u>\$26.7005</u>	<u>Accounting Technician (A/P)</u>
-	-	-	<u>Community Service Officer</u>
-	-	-	<u>Police Information Technician</u>
-	-	-	-
<u>A51</u>	<u>\$36,906.27</u>	<u>\$51,668.66</u>	<u>Groundskeeper -- Park Maintenance</u>
-	<u>\$17.7434</u>	<u>\$24.8407</u>	<u>Janitor</u>
-	-	-	<u>Laborer -- WPC</u>

EXHIBIT K

RESERVED

EXHIBIT L

RESERVED

LEAD SHIFT DISPATCHER

~~Under general supervision, performs the duties of an Emergency Communications Dispatcher, with the added responsibilities of assisting in work distribution, scheduling of other dispatchers and trainees and acting as liaison between the Centre Manager and the assigned dispatchers.~~

EXAMPLES OF DUTIES

- ~~1. Perform all duties of an Emergency Communications Dispatcher.~~
- ~~2. Ensure conformance to all Centre policies.~~
- ~~3. Apprise Centre Manager of the work performance of the Emergency Communications Dispatchers, including illustrative examples of performance.~~
- ~~4. Provide first point of contact for questions and complaints from citizens and employees and resolve by reference to current policy, if able, or refer to Centre Manager for resolution. Submit short, written summaries to Centre Manager of action taken or referral.~~
- ~~5. Assist Centre Manager with daily scheduling.~~
- ~~6. Assist in scheduling, training and evaluation of probationary employees.~~
- ~~7. Assist Centre Manager with dissemination of information and new procedures.~~
- ~~8. Ensure that all work is completed before the end of shift and that all necessary information has been relayed to the oncoming shift.~~
- ~~9. Ensure that all forms, faxes, logs and computer entries have been completed properly.~~
- ~~10. Generally monitor shift activities and volume of work to provide observations and suggestions to the Centre Manager with respect to proper distribution of workloads between shifts.~~
- ~~11. Ensure equitable distribution of the workload between on-duty dispatchers.~~

EXHIBIT M

RESERVED

~~SELECTION PROCEDURE FOR LEAD SHIFT DISPATCHERS~~

- ~~1. Non-probationary Emergency Communications Dispatchers will be notified by memorandum of the opening of a Lead Shift Dispatcher and the time period applications will be accepted.~~
- ~~2. A copy of such notice shall be posted in the rotator at the 911 Centre.~~
- ~~3. Non-probationary Emergency Communications Dispatchers shall submit their request for consideration, in writing, to the Public Safety Communications Manager. Each request shall include the employee's qualifications and reason for applying.~~
- ~~4. The Public Safety Communications Manager will review the employee's request for consideration, evaluations and personnel file. The Manager may conduct further evaluation through personal interview.~~
- ~~5. The Public Safety Communications Manager shall retain the discretionary authority to assign and reassign any Emergency Communications Dispatcher without regard to seniority.~~

EXHIBIT N

Page 1 of 4

HEALTH INSURANCE PLANS

The City shall maintain its present health benefit plan for employees and dependents during the term of the agreement. The actual plan documents, as amended, shall be the basis of any final interpretation of the health benefit plan.

Employees shall have the option to elect not to be covered under the City's health insurance program provided they give written notice two (2) weeks prior to the first payroll period of a month.

For those who choose to participate in the High Deductible Health Plan (HDHP), the City will contribute the amounts listed below into the employee's or retiree's Health Savings Account (HSA). Said HSA contributions will be funded 50% in a lump sum on the first payday occurring on or after January 1 of each year, with the balance being funded bi-weekly thereafter.

Newly hired employees who participate in the HDHP will receive pro-rated contributions to their HSA based on the number of full months they participate in the HDHP for the remainder of the Plan Year and will receive 50% of said pro-rated contributions in a lump sum on the first payday after they begin participating in the HDHP with the balance being funded bi-weekly thereafter.

If an employee or retiree participating in the HDHP changes from single to family coverage during a Plan Year, the City will make additional pro-rated contributions to said employee or retiree's HSA account based on the number of full months he/she participates in the HDHP for the remainder of the Plan Year. Said contributions will be put in the affected employee or retiree's HSA on a bi-weekly basis on the first day of the month following the change in coverage. If an employee or retiree participating in the HDHP changes from family to single coverage during a Plan Year, the City's contributions will be adjusted based on the total contributions made to-date, unless the total contributions exceed the total HSA annual contribution amount in which case no additional contributions will be made. The pro-rated HSA amounts will be calculated by dividing the total annual amount by 12.

EXHIBIT N

Page 2 of 4

Premiums Effective January 1, 2020

Choice Plus Plan

<u>Coverage Type</u>	<u>New Rate City</u>	<u>New Rate Employee/Retiree</u>	<u>New Rate Total 1/1/20</u>
<u>Active Employee - Single</u>	<u>\$513.44</u>	<u>\$128.36</u>	<u>\$641.80</u>
<u>Active Employee - Family</u>	<u>\$1,340.12</u>	<u>\$335.02</u>	<u>\$1,675.14</u>
<u>Retiree - Single: Over 50 and Not Medicare Eligible</u>	<u>\$513.44</u>	<u>\$128.36</u>	<u>\$641.80</u>
<u>Retiree - Single: Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$335.02</u>	<u>\$335.02</u>
<u>Retiree - Single: Under 50</u>	<u>\$0.00</u>	<u>\$641.80</u>	<u>\$641.80</u>
<u>Retiree - Family: Retiree Over 50 & Not Medicare-Eligible & Dependent(s) Not Medicare-Eligible</u>	<u>\$513.44</u>	<u>\$1,161.70</u>	<u>\$1,675.14</u>
<u>Retiree - Family: Retiree Under 50 & Dependent(s) Not Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$1,675.14</u>	<u>\$1,675.14</u>
<u>Retiree - Family: Retiree Over 50 & Not Medicare-Eligible & Dependent(s) Medicare-Eligible</u>	<u>\$513.44</u>	<u>\$463.38</u>	<u>\$976.82</u>
<u>Retiree - Family: Retiree Medicare-Eligible & Dependent(s) Not Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$1,368.36</u>	<u>\$1,368.36</u>
<u>Retiree - Family: Retiree & Dependent(s) Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$670.06</u>	<u>\$670.06</u>

High Deductible Health Plan

<u>Coverage Type</u>	<u>New Rate City</u>	<u>New Rate Employee/Retiree</u>	<u>New Rate Total 1/1/20</u>
<u>Active Employee - Single</u>	<u>\$386.51</u>	<u>\$96.62</u>	<u>\$483.13</u>
<u>Active Employee - Family</u>	<u>\$1,008.78</u>	<u>\$252.18</u>	<u>\$1,260.96</u>
<u>Retiree - Single: Over 50 and Not Medicare Eligible</u>	<u>\$386.51</u>	<u>\$96.62</u>	<u>\$483.13</u>
<u>Retiree - Single: Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$335.02</u>	<u>\$335.02</u>
<u>Retiree - Single: Under 50</u>	<u>\$0.00</u>	<u>\$483.13</u>	<u>\$483.13</u>
<u>Retiree - Family: Retiree Over 50 & Not Medicare-Eligible & Dependent(s) Not Medicare-Eligible</u>	<u>\$386.51</u>	<u>\$874.45</u>	<u>\$1,260.96</u>
<u>Retiree - Family: Retiree Under 50 & Dependent(s) Not Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$1,260.96</u>	<u>\$1,260.96</u>
<u>Retiree - Family: Retiree Over 50 & Not Medicare-Eligible & Dependent(s) Medicare-Eligible</u>	<u>\$386.51</u>	<u>\$431.64</u>	<u>\$818.15</u>
<u>Retiree - Family: Retiree Medicare-Eligible & Dependent(s) Not Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$1,112.85</u>	<u>\$1,112.85</u>
<u>Retiree - Family: Retiree & Dependent(s) Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$670.06</u>	<u>\$670.06</u>

Annual City Contributions to Health Savings Accounts (HSAs) – High Deductible Health Plan only
\$1,000 per year for single coverage and \$2,000 per year for family coverage

EXHIBIT N

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Premiums Effective January 1, 2021

Choice Plus Plan

<u>Coverage Type</u>	<u>New Rate City</u>	<u>New Rate Employee/Retiree</u>	<u>New Rate Total 1/1/21</u>
<u>Active Employee - Single</u>	<u>\$549.39</u>	<u>\$137.34</u>	<u>\$686.73</u>
<u>Active Employee - Family</u>	<u>\$1,433.92</u>	<u>\$358.48</u>	<u>\$1,792.40</u>
<u>Retiree - Single: Over 50 and Not Medicare Eligible</u>	<u>\$549.39</u>	<u>\$137.34</u>	<u>\$686.73</u>
<u>Retiree - Single: Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$358.47</u>	<u>\$358.47</u>
<u>Retiree - Single: Under 50</u>	<u>\$0.00</u>	<u>\$686.73</u>	<u>\$686.73</u>
<u>Retiree - Family: Retiree Over 50 & Not Medicare-Eligible & Dependent(s) Not Medicare-Eligible</u>	<u>\$549.39</u>	<u>\$1,243.01</u>	<u>\$1,792.40</u>
<u>Retiree - Family: Retiree Under 50 & Dependent(s) Not Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$1,792.40</u>	<u>\$1,792.40</u>
<u>Retiree - Family: Retiree Over 50 & Not Medicare-Eligible & Dependent(s) Medicare-Eligible</u>	<u>\$549.39</u>	<u>\$495.81</u>	<u>\$1,045.20</u>
<u>Retiree - Family: Retiree Medicare-Eligible & Dependent(s) Not Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$1,464.14</u>	<u>\$1,464.14</u>
<u>Retiree - Family: Retiree & Dependent(s) Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$716.96</u>	<u>\$716.96</u>

High Deductible Health Plan

<u>Coverage Type</u>	<u>New Rate City</u>	<u>New Rate Employee/Retiree</u>	<u>New Rate Total 1/1/21</u>
<u>Active Employee - Single</u>	<u>\$405.83</u>	<u>\$101.46</u>	<u>\$507.29</u>
<u>Active Employee - Family</u>	<u>\$1,059.21</u>	<u>\$264.80</u>	<u>\$1,324.01</u>
<u>Retiree - Single: Over 50 and Not Medicare Eligible</u>	<u>\$405.83</u>	<u>\$101.46</u>	<u>\$507.29</u>
<u>Retiree - Single: Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$358.47</u>	<u>\$358.47</u>
<u>Retiree - Single: Under 50</u>	<u>\$0.00</u>	<u>\$507.29</u>	<u>\$507.29</u>
<u>Retiree - Family: Retiree Over 50 & Not Medicare-Eligible & Dependent(s) Not Medicare-Eligible</u>	<u>\$405.83</u>	<u>\$918.18</u>	<u>\$1,324.01</u>
<u>Retiree - Family: Retiree Under 50 & Dependent(s) Not Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$1,324.01</u>	<u>\$1,324.01</u>
<u>Retiree - Family: Retiree Over 50 & Not Medicare-Eligible & Dependent(s) Medicare-Eligible</u>	<u>\$405.83</u>	<u>\$459.93</u>	<u>\$865.76</u>
<u>Retiree - Family: Retiree Medicare-Eligible & Dependent(s) Not Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$1,175.19</u>	<u>\$1,175.19</u>
<u>Retiree - Family: Retiree & Dependent(s) Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$716.96</u>	<u>\$716.96</u>

Annual City Contributions to Health Savings Accounts (HSAs) – High Deductible Health Plan only

\$1,000 per year for single coverage and \$2,000 per year for family coverage

EXHIBIT N

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Premiums Effective January 1, 2022

If another union negotiates a lower increase to total premium for 2022, AFSCME will pay the same increase.

Choice Plus Plan

<u>Coverage Type</u>	<u>New Rate City</u>	<u>New Rate Employee/Retiree</u>	<u>New Rate Total 1/1/22</u>
<u>Active Employee - Single</u>	<u>\$576.85</u>	<u>\$144.22</u>	<u>\$721.07</u>
<u>Active Employee - Family</u>	<u>\$1,505.62</u>	<u>\$376.40</u>	<u>\$1,882.02</u>
<u>Retiree - Single: Over 50 and Not Medicare Eligible</u>	<u>\$576.85</u>	<u>\$144.22</u>	<u>\$721.07</u>
<u>Retiree - Single: Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$376.39</u>	<u>\$376.39</u>
<u>Retiree - Single: Under 50</u>	<u>\$0.00</u>	<u>\$721.07</u>	<u>\$721.07</u>
<u>Retiree - Family: Retiree Over 50 & Not Medicare-Eligible & Dependent(s) Not Medicare-Eligible</u>	<u>\$576.85</u>	<u>\$1,305.17</u>	<u>\$1,882.02</u>
<u>Retiree - Family: Retiree Under 50 & Dependent(s) Not Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$1,882.02</u>	<u>\$1,882.02</u>
<u>Retiree - Family: Retiree Over 50 & Not Medicare-Eligible & Dependent(s) Medicare-Eligible</u>	<u>\$576.85</u>	<u>\$520.61</u>	<u>\$1,097.46</u>
<u>Retiree - Family: Retiree Medicare-Eligible & Dependent(s) Not Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$1,537.35</u>	<u>\$1,537.35</u>
<u>Retiree - Family: Retiree & Dependent(s) Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$752.81</u>	<u>\$752.81</u>

High Deductible Health Plan

<u>Coverage Type</u>	<u>New Rate City</u>	<u>New Rate Employee/Retiree</u>	<u>New Rate Total 1/1/22</u>
<u>Active Employee - Single</u>	<u>\$426.11</u>	<u>\$106.54</u>	<u>\$532.65</u>
<u>Active Employee - Family</u>	<u>\$1,112.17</u>	<u>\$278.04</u>	<u>\$1,390.21</u>
<u>Retiree - Single: Over 50 and Not Medicare Eligible</u>	<u>\$426.11</u>	<u>\$106.54</u>	<u>\$532.65</u>
<u>Retiree - Single: Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$376.39</u>	<u>\$376.39</u>
<u>Retiree - Single: Under 50</u>	<u>\$0.00</u>	<u>\$532.65</u>	<u>\$532.65</u>
<u>Retiree - Family: Retiree Over 50 & Not Medicare-Eligible & Dependent(s) Not Medicare-Eligible</u>	<u>\$426.11</u>	<u>\$964.10</u>	<u>\$1,390.21</u>
<u>Retiree - Family: Retiree Under 50 & Dependent(s) Not Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$1,390.21</u>	<u>\$1,390.21</u>
<u>Retiree - Family: Retiree Over 50 & Not Medicare-Eligible & Dependent(s) Medicare-Eligible</u>	<u>\$426.11</u>	<u>\$482.94</u>	<u>\$909.05</u>
<u>Retiree - Family: Retiree Medicare-Eligible & Dependent(s) Not Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$1,233.95</u>	<u>\$1,233.95</u>
<u>Retiree - Family: Retiree & Dependent(s) Medicare-Eligible</u>	<u>\$0.00</u>	<u>\$752.81</u>	<u>\$752.81</u>

Annual City Contributions to Health Savings Accounts (HSAs) – High Deductible Health Plan only

\$1,000 per year for single coverage and \$2,000 per year for family coverage

EXHIBIT O

LETTER OF UNDERSTANDING

In accordance with Article IXA of the current Labor Agreement, the City of Moline, Illinois and the American Federation of State, County & Municipal Employees, Local 1132 have met, discussed and agreed:

1. That this Letter of Understanding shall apply to Public Works Fleet Maintenance employees assigned to second or third shift, regardless of classification.
2. That for the summer maintenance schedule, the following shall apply:
 - a. The flex time work period shall consist of employees covering four (4) ten-hour work days during each week of the pay period.
 - b. Employees will be assigned to work a Monday through Thursday workweek.
 - c. The schedule shall be from the first full week of March through the last full week of November of each calendar year.
 - d. Work hours may be adjusted periodically throughout the flex time schedule to accommodate training schedules.
3. That for the winter maintenance schedule, the following shall apply:
 - a. The flex time work period shall consist of employees covering four (4) ten-hour work days during each week of the pay period.
 - b. Employees will be assigned to work a Monday through Thursday workweek or a Tuesday through Friday workweek.
 - c. The schedule shall be from the week immediately following the last full week of November through the week prior to the first full week of March of each calendar year.
 - d. Work hours may be adjusted periodically throughout the flex time schedule to accommodate training schedules.
4. That the intent of this Letter of Understanding is to cover an entire calendar year with a four (4) ten-hour work day schedule. The summer maintenance schedule shall commence immediately following the conclusion of the winter maintenance schedule and the winter maintenance schedule shall commence immediately following the conclusion of the summer maintenance schedule.
5. That each employee covered by this Letter of Understanding shall be paid not more than 8 hours of holiday pay as provided in the current labor agreement for all holidays designated in the current labor agreement, including the birthday holiday. For said holidays, employees shall choose from their vacation leave bank, their personal leave bank or their compensatory time leave bank from which the remaining two (2) hours of the ten-hour work day will be taken. If any employee has no time available in their vacation leave bank, their personal leave bank or their compensatory time leave bank, the remaining two (2) hours of the ten-hour work day will be unpaid, excused leave.
6. That each employee covered by this Letter of Understanding shall be paid not more than 8 hours of bereavement leave as provided in the current labor agreement should the death of an immediate family member, as defined by the current labor agreement, occur. If said bereavement leave occurs, employees shall choose from their vacation leave bank, their personal leave bank or their compensatory time leave bank from which the remaining two (2) hours of the ten-hour work day will be taken. If any employee has no time available in their vacation leave bank, their personal leave bank or their compensatory time leave bank, the remaining two (2) hours of the ten-hour work day will be unpaid, excused leave.

EXHIBIT P

LETTER OF UNDERSTANDING

In accordance with Article IXA of the current Labor Agreement, the City of Moline, Illinois (City) and the American Federation of State, County & Municipal Employees (AFSCME), Local 1132 have met, discussed and agreed:

1. That the flex time work period for Public Works – Park Maintenance Section employees for the summer maintenance schedule shall consist of employees covering a weekend work assignment of four (4) hours in the Park System. This will include working four (4) nine-hour workdays and one (1) four-hour workday during one week of the pay period. All Public Works – Park Maintenance Section employees will be assigned, on a rotating basis, to work a Tuesday through Saturday workweek **OR** a Sunday through Thursday workweek.
2. That said nine-hour workdays shall not constitute overtime, notwithstanding paragraph 9:03 or paragraph 9:08 of the labor agreement.
3. That this flex time schedule shall be from April through October each year.
4. That each employee covered by this Agreement shall be paid not more than 8 hours of holiday pay as provided in the current labor agreement for each of the following holidays: Spring Holiday, Memorial Day, Independence Day, Labor Day and contractual birthday holiday only if it occurs within the time period covered by this Letter of Understanding. Work hours may be adjusted for workweeks containing said holidays.
5. That the parties agree that should an employee desire to take one (1) hour of time off, said employee will be allowed to use personal leave in one (1) hour increments if he/she so chooses. Said employee may also request to use compensatory time or vacation leave in accordance with the Labor Agreement.

EXHIBIT Q

LETTER OF UNDERSTANDING

In accordance with Article IXA of the current Labor Agreement, the City of Moline, Illinois (City) and the American Federation of State, County & Municipal Employees, Local 1132 (Union) have met, discussed and agreed:

1. That due to the nature of the work performed by the Recreation Coordinator, Recreation Specialist and Special Events/Marketing Specialist, hereinafter collectively referred to as "Recreation staff," there is a need to have flexible work schedules to meet the needs and demands of the work performed and to achieve high customer satisfaction within the Recreation Division.
2. That Recreation staff will be able to flex their time in any given workweek, as defined in Article 9:01, so that the total number of hours actually worked in a given workweek is equal to forty (40) hours, as approved by the department director. For example, if a Recreation staff member works four (4) hours in the evening, he/she can use those four (4) hours, in no less than fifteen (15) minute increments, to start late or end early any work day within the same workweek. Said flex hours shall be approved by department director and mutually agreed upon.
3. That Recreation staff will punch in and out using the clock available at the assigned work site. If there is no time clock available, the Recreation staff will manually log their time and report to the department director the next working day of the time actually worked.
4. That the department director will, when possible, set and post Recreation staff schedules in a place for public viewing; however, due to the nature of the work performed, the department director, Recreation staff and AFSCME acknowledge that scheduling changes will occur, most often, at the last minute and will be handled on a case-by-case basis with the mutual consent of the individual Recreation staff member and the department director so long as the scheduling change does not violate the terms of this Letter of Understanding.
5. That the City will pay time and one half (1-1/2) for hours actually worked in excess of forty (40) hours in any workweek. The rate will be the higher of either the rate as computed by the requirements of the current labor agreement or FLSA or the employee will earn compensatory time for hours actually worked in excess of forty (40) hours in any workweek.
6. That the Union agrees that Article IX. HOURS OF WORK AND OVERTIME, specifically 9:02, 9:04, 9:05, 9:071, 9:073, 9:09 and 9:16, and Article XVI. SHIFT DIFFERENTIAL, specifically 16:01, do not apply to Recreation staff as those sections do not allow for Recreation staff to flexibly meet the demands of the work they perform.

EXHIBIT R

LETTER OF UNDERSTANDING

In accordance with Article IXA of the current Labor Agreement, the City of Moline, Illinois (City) and the American Federation of State, County & Municipal Employees, Local 1132 (Union) have met, discussed and agreed:

1. That Public Works Streets Section or Park Maintenance Section employees assigned to third shift may observe the following holidays on different days than first or second shift employees: Day before Christmas, Christmas Day, New Year's Eve and New Year's Day; and
2. That the day said holidays are observed may be adjusted so as to allow the above mentioned employees have time off that is more reasonable and aligned with the intent of the Labor Agreement; and
3. That the days said holidays will be observed will be established each year by the Department Director and Union President by mutual agreement via email in advance of the holidays and shall apply uniformly to all of the aforementioned employees; and
4. That holiday pay shall be paid in accordance with the current Labor Agreement on the agreed upon observed holidays.

EXHIBIT S

LETTER OF UNDERSTANDING

In accordance with Article IXA of the current Labor Agreement, the City of Moline, Illinois (City) and the American Federation of State, County & Municipal Employees (AFSCME), Local 1132 have met, discussed and agreed:

1. That the flex time work period for a Public Works – Street Section employee for the summer maintenance schedule operating the asphalt injection truck will include working four (4) ten-hour workdays during each week of the pay period.
2. That said ten-hour workdays shall not constitute overtime, notwithstanding paragraph 9:03 or paragraph 9:08 of the labor agreement.
3. That this flex time schedule shall be from April through October each year.
4. That each employee covered by this Agreement shall be paid not more than 8 hours of holiday pay as provided in the current labor agreement for each of the following holidays: Spring Holiday, Memorial Day, Independence Day, Labor Day and contractual birthday holiday only if it occurs within the time period covered by this Letter of Understanding. Work hours may be adjusted for workweeks containing said holidays.
5. That the parties agree that should an employee desire to take two (2) hours of time off, said employee will be allowed to use personal leave in two (2) hour increments if he/she so chooses. Said employee may also request to use compensatory time or vacation leave in accordance with the Labor Agreement.

EXHIBIT T

AFSCME Positions, Grades & Ranges
Effective 1/1/21 (Prior to 2021 GWI)

<u>Grade</u>	<u>New Minimum</u>	<u>New Maximum</u>	<u>Position Title</u>
<u>A60</u>	<u>\$67,402.82</u>	<u>\$94,363.78</u>	<u>Recreation Coordinator</u>
-	<u>\$32.4052</u>	<u>\$45.3672</u>	-
-	-	-	-
<u>A59</u>	<u>\$64,193.17</u>	<u>\$89,870.35</u>	-
-	<u>\$30.8621</u>	<u>\$43.2069</u>	-
-	-	-	-
<u>A58</u>	<u>\$61,136.19</u>	<u>\$85,590.75</u>	<u>Accountant</u>
-	<u>\$29.3924</u>	<u>\$41.1494</u>	<u>Arborist/Forester</u>
-	-	-	<u>Fleet Services Lead Technician</u>
-	-	-	<u>Municipal Services Crew Leader -- Parks</u>
-	-	-	<u>Municipal Services Crew Leader -- Streets</u>
-	-	-	<u>Traffic Operations Specialist</u>
-	-	-	<u>Water Distribution Crew Leader</u>
-	-	-	<u>Water Plant Operations & Maint. Special.</u>
-	-	-	-
<u>A57</u>	<u>\$58,225.02</u>	<u>\$81,514.99</u>	<u>Combination Inspector -- Electrical II</u>
-	<u>\$27.9928</u>	<u>\$39.1899</u>	<u>Combination Inspector -- Plumbing I</u>
-	-	-	<u>Environmental Health Specialist</u>
-	-	-	<u>Graphic Design Specialist</u>
-	-	-	<u>Part & Service Specialist</u>
-	-	-	<u>Resident Construction Inspector</u>
-	-	-	<u>Sewer Collection Crew Leader</u>
-	-	-	<u>Survey Crew Chief</u>
-	-	-	<u>Utility Plumber</u>
-	-	-	<u>WPC Treatment Ops Crew Leader</u>
-	-	-	-
<u>A56</u>	<u>\$50,671.71</u>	<u>\$70,940.27</u>	<u>Engineering Technician II</u>
-	<u>\$24.3614</u>	<u>\$34.1059</u>	<u>Maintenance Specialist</u>
-	-	-	<u>Mechanic II</u>
-	-	-	<u>Neighborhood Improvement Officer</u>
-	-	-	<u>Neighborhood Imprvmt. & Lead Assess. Special.</u>
-	-	-	<u>Water Distribution Mechanic</u>
-	-	-	<u>WPC Mechanic</u>
-	-	-	-
<u>A55</u>	<u>\$47,136.34</u>	<u>\$65,990.91</u>	<u>Recreation Specialist</u>
-	<u>\$22.6617</u>	<u>\$31.7264</u>	<u>Special Events/ Marketing Specialist</u>
-	-	-	-

AFSCME Positions, Grades & Ranges
Effective 1/1/21 (Prior to 2021 GWI)

<u>Grade</u>	<u>New Minimum</u>	<u>New Maximum</u>	<u>Position Title</u>
<u>A54</u>	<u>\$43,847.86</u>	<u>\$61,386.93</u>	<u>Collection System Operator</u>
-	<u>\$21.0807</u>	<u>\$29.5129</u>	<u>Environmental Technician</u>
-	-	-	<u>Mechanic I</u>
-	-	-	<u>Motor Equipment Operator -- Parks</u>
-	-	-	<u>Motor Equipment Operator -- Public Works</u>
-	-	-	<u>Senior Custodian</u>
-	-	-	<u>Traffic Operations Worker</u>
-	-	-	<u>Utility Billing & GIS Records Specialist</u>
-	-	-	<u>Utilities Laboratory Technician</u>
-	-	-	<u>Water Distribution Operator</u>
-	-	-	<u>Water Plant Mechanic Operator</u>
-	-	-	<u>Water Plant Operator</u>
-	-	-	<u>WPC Plant Operator</u>
-	-	-	-
<u>A53</u>	<u>\$40,788.59</u>	<u>\$57,104.11</u>	<u>Engineering Technician I</u>
-	<u>\$19.6099</u>	<u>\$27.4539</u>	<u>Laborer -- Parks</u>
-	-	-	<u>Laborer -- Public Works</u>
-	-	-	<u>Truck Driver</u>
-	-	-	<u>Water Distribution Worker</u>
-	-	-	<u>Water Field Service Technician</u>
-	-	-	<u>WPC Operations Technician</u>
-	-	-	-
<u>A52</u>	<u>\$37,942.94</u>	<u>\$53,120.08</u>	<u>Accounts Receivable Technician</u>
-	<u>\$18.2418</u>	<u>\$25.5385</u>	<u>Accounting Technician (A/P)</u>
-	-	-	<u>Community Service Officer</u>
-	-	-	<u>Police Information Technician</u>
-	-	-	-
<u>A51</u>	<u>\$35,300.10</u>	<u>\$49,419.97</u>	<u>Groundskeeper -- Park Maintenance</u>
-	<u>\$16.9712</u>	<u>\$23.7596</u>	<u>Janitor</u>
-	-	-	<u>Laborer -- WPC</u>

LETTER OF UNDERSTANDING

Now come the CITY OF MOLINE, ILLINOIS, (City) a municipal corporation; and the AMERICAN FEDERATION OF STATE, COUNTY and MUNICIPAL EMPLOYEES (AFSCME), Local 1132.

WHEREAS, the City and AFSCME currently have in force a Labor Agreement executed in March 2016; and

WHEREAS, during the negotiations which resulted in a labor agreement executed in March ~~2016~~ 2021, effective January 1, ~~2016~~ 2020 through December 31, ~~2019~~ 2022, the City and AFSCME agreed that in return for AFSCME's acceptance of the City's proposal with respect to Section 8:153 (certified number of employees), the City would not lay off any ~~non-probationary~~ AFSCME members employed on the date of execution of this labor agreement from January 1, 2016 through December 31, ~~2019~~ 2022, subject to the provisions outlined below; and

WHEREAS, AFSCME has agreed that this Agreement creates no past practice of any kind and that this Agreement and its results shall not have precedential value in any other case arising under the terms of the Labor Agreement nor in any arbitration, save an arbitration to enforce the terms of this Agreement.

NOW, THEREFORE, IT IS MUTUALLY AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. That the recitals set forth above are hereby incorporated herein as mutually agreed upon facts, terms and conditions of this Agreement as if set forth at this point.
2. The City agrees to guarantee no loss of employment for any ~~non-probationary~~ AFSCME member employed on the date of execution of this labor agreement for the term of the labor agreement from January 1, 2016 through December 31, ~~2019~~ 2022. The City agrees to employ all ~~non-probationary~~ AFSCME employees who are available to work during this period, subject to attrition through retirement, resignation or discipline for cause; provided, however, the City will continue to manage its employees and assign AFSCME members as required to address the needs of the City, per the current Labor Agreement.
3. The City and AFSCME agree that budgeting for AFSCME positions during the remainder of the current Labor Agreement shall be determined by the City subject to the requirements and restrictions of the current Labor Agreement, including without limitation that should budgeting be eliminated for any particular position, any displaced employee(s) shall retain all bumping rights providing therein so long as the displaced employee(s) have not been terminated for a disciplinary matter.
4. AFSCME agrees that this Agreement creates no past practice of any kind and that this Agreement shall not survive or extend beyond the term of the current Labor Agreement and its results shall have no precedential value to any other case arising under the terms of the current Labor Agreement nor may it be used in any arbitration, save the enforcement of the terms of this Agreement.

The parties hereto have caused their duly authorized agents to sign this Letter of Understanding this _____ day of March, ~~2016~~ 2021.

AFSCME, Local 1132

City of Moline, Illinois

By: _____
Arnold E. McCollom II, R. Graeme Jewell, President
Interim City Administrator

By: _____
Lewis J. Steinbrecher, Martin K. Vanags,

By: _____ By: _____
~~David P. Mallum, William L. Deadmond,~~ Vice President ~~Alison M. Fleming, Leah M. Miller,~~
Interim Human Resources Manager

By: _____ By: _____
~~Miguel Merga, Audie L. Schmidt,~~
AFSCME Staff Representative ~~Maureen E. Riggs, City Attorney~~
Margaret Kostopulos, Corporation Counsel

Approved as to form:

By: _____
~~Amy L. Keys, Deputy City Attorney~~

LETTER OF UNDERSTANDING

Now come the CITY OF MOLINE, ILLINOIS, (City) a municipal corporation; and the AMERICAN FEDERATION OF STATE, COUNTY and MUNICIPAL EMPLOYEES (AFSCME), Local 1132.

WHEREAS, the City and AFSCME currently have in force a Labor Agreement executed in March 2016; and

1. That during the negotiations which resulted in a labor agreement executed in March 2016, effective January 1, 2016 through December 31, 2019, the City and AFSCME agreed that the minimum and maximum rates of each pay grade in effect as of December 31, 2015 shall remain in effect through December 31, 2019; and
2. That the minimum and maximum rates of each pay grade shall not be adjusted by the general wage increase (GWI) for the duration of the current labor agreement; and
3. That employees who are at the maximum of their pay grades as of the effective date of the negotiated GWI shall receive the negotiated GWI in a one-time lump sum payment on the paycheck corresponding to the first full payroll period of the calendar year; and
1. That the actions taken here do not create a past practice of any kind and all parties expressly agree that this Letter of Understanding shall not constitute a past practice of any kind nor have any precedential value to any other case arising under the terms of the Labor Agreement nor shall it be evidence of same in any arbitration.

The parties hereto have caused their duly authorized agents to sign this Letter of Understanding this _____ day of March, 2016.

AFSCME, Local 1132 _____

City of Moline, Illinois

By: _____ By: _____
Arnold E. McCollom II, President Lewis J. Steinbrecher, City Administrator

By: _____ By: _____
David P. Mallum, Vice President Alison M. Fleming, Human Resources Manager

By: _____ By: _____
Miguel Morga, Maureen E. Riggs, City Attorney
AFSCME Staff Representative

Approved as to form:

By: _____
Amy L. Keys, Deputy City Attorney