

| October 1, 2018December 7, 2021 – September 30, 20212024

***COLLECTIVE BARGAINING AGREEMENT***

BETWEEN

| THE CITY OF LAKE WORTH BEACH

AND

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL 359-3

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## PREAMBLE

This agreement is entered into by the City of Lake Worth Beach, Florida, hereinafter referred to as the "City", and the International Brotherhood of Electrical Workers, Local 359-3, hereinafter referred to as the "Union" for the purpose of promoting harmonious relations between the City and the Union, to establish an orderly and peaceful procedure to settle differences which might arise and to set forth the basic and full Agreement between the parties concerning rates of pay, hours of work and other terms and conditions of employment as provided by law.

Therefore, the parties mutually and in good faith agree to the following:

## ARTICLE I

### GENERAL CONDITIONS- RECOGNITION AND REPRESENTATION

**Section 1.01. PERC Certification Recognition.** The City recognizes the rights of its employees to organize and to bargain collectively through representatives of their own choosing. The Union is hereby recognized as the exclusive collective bargaining representative with respect to rates of pay, hours of work and other conditions of employment for all employees of the City as certified by the Public Employees Relations Commission (PERC) Certification No. 52, dated March 20, 1981, as amended by Orders of December 18, 1984 and August 11, 1994, and any subsequent PERC orders. The City agrees to meet and deal with the duly accredited officers, committee or representatives of the Union on all matters covered by the terms of this Agreement. ~~No employee who is a member of another bargaining unit certified by PERC will be assigned to perform the job functions of those employees covered by the PERC certification described in this Section.~~

**Section 1.02. Bargaining Unit Work.** ~~No employee who is a member of another bargaining unit certified by PERC will be assigned to perform the job functions of those employees covered by the PERC certification described in this Section.~~ Non-bargaining unit personnel shall not perform any IBEW job functions covered by the PERC Certifications described in this section, except in the event of violation of state or federal law or where there is an immediate threat to the public health, safety, and welfare.

**Section 1.023. No Strikes/Lockouts.** The City and the Union subscribe to the principle that differences shall be resolved by peaceful and appropriate means, including but not limited to creation of labor management committees to address certain issues as they arise, without interruptions of the services provided. The Union agrees that there shall be no strikes, work stoppages, or other concerted refusal to perform work by Union members covered by this Agreement. The City agrees that there shall be no lockouts or other concerted refusal to allow the employees to perform work.

**Section 1.043. Term.** This Agreement shall become effective ~~retroactively on October 1, 2018~~ after a majority of those bargaining unit members voting on the question of ratification and after ratification by the City Commission on behalf of the City. This Agreement shall remain in effect through September 30, ~~2021~~2024.

#### **Section 1.054. Amendments**

(A) Negotiations for the period after the three (3) year term of this agreement may be initiated by either party by providing written notice at least ninety (90) days prior to the expiration date, September 30, ~~2021~~2024. Such notice shall identify the articles the party seeks to reopen.

(B) Unless otherwise specified herein, the existing provisions of the Agreement shall remain in full force and effect until a conclusion is reached in the matter of proposed changes of the specific terms of this Agreement.

(C) The terms and conditions of this Agreement may be altered, changed, added to, deleted from, or modified only through the voluntary mutual written consent of both parties.

(D) Failure to provide written notice of intention to negotiate, as set forth in paragraph (A)



herein, will automatically extend the provisions and terms of this agreement for a period of ninety (90) days. Failure to request bargaining within that second ninety (90) day period shall extend the agreement for an additional ninety (90) days. Failure to request bargaining within the third ninety (90) day period shall extend the agreement for an additional one hundred and eighty (180) days.

(E) The City will provide a copy of the current Agreement to all Bargaining unit employees. The Collective Bargaining Agreement will be available on the City's website. The City will be responsible for updating the contract on the website as necessary.

## ARTICLE II

### DEFINITION OF TERMS

#### Section 2.01. Definitions

(A) Employee: The term "employee" when used hereinafter in the Agreement, shall refer to all employees represented by the Union in the bargaining unit. All references to employees in the Agreement designate both sexes, and whenever ~~the male~~ gender is used, it shall be construed to include ~~both male and female employees~~ all genders and gender identities.

(B) City: City of Lake Worth Beach, State of Florida, its administrative-representative(s) or agent(s).

(C) Electric Utilities Director: The Director of the ~~Lake Worth Electric~~ Utilities Department, ~~City of Lake Worth, State of Florida,~~ or his/hers designated representative.

(D) Water Utilities Director: the Director of the Water Utilities Department or a designated representative.

~~(DE)~~ Business Manager: That person elected to represent the members of Local Union

~~(EF)~~ PERC: The Florida Public Employees Relations Commission.

~~(FG)~~ Management: The term "management" as used in this Agreement shall refer to the City Manager, ~~Utilities Department~~ Directors, Assistant ~~Utilities Department~~ Directors, Division Managers and Assistant Division Managers, and any other persons designated by the Electric Utilities Director or the Water Utilities Director.

~~(HG)~~ Public Employees Relations Act (PERA): Florida Statutes, 447, Part II, Chapter 74-100.

~~(HI)~~ Probationary Employee: A regular full-time employee serving a probationary period prior to final appointment in that position.

~~(IJ)~~ Probationary Period: A six month period of time during which the City will evaluate an employee's performance and ability and decide whether or not the employee is to be retained.

~~(JK)~~ Union: International Brotherhood of Electrical Workers, Local Union 359-3.

~~(KL)~~ Work Week: Five (5) consecutive days, forty (40) hours per week.

~~(ML)~~ Doctor's Certificate: A physician's statement attesting to the medical reason which rendered the employee unable to perform work on the days claimed for sick leave.

~~(MN)~~ Anniversary Date: The date an employee begins employment and the same date in following years. It is also the date from which vacation and sick leave is computed. This date changes if

an employee is in a non-pay status for a period of thirty (30) days or more, and then the anniversary date is deferred by an equivalent amount.

|           (~~NO~~) Immediate Family: includes spouse, children, parent, grandparent, grandchild, brother, sister, father-in-law, mother-in-law, Aunt, Uncle, Brother-in-law, Sister-in-law, Grandparents of Spouse, legal guardian, domestic partner, and sole dependent residing in the same household as allowed by the Internal Revenue Service.

|           (~~OP~~) Insubordination: The refusal on the part of an employee to submit to the authority vested in management.

## ARTICLE III

### EQUAL OPPORTUNITY AND NON-DISCRIMINATION

**Section 3.01.** The City and the Union agree that the provisions of this Agreement shall be applied to all employees in the bargaining unit without regard to race, age, color, religion, sex, pregnancy, national origin, physical or mental disability, genetic information, marital status, veteran or military status, sexual orientation, gender identity or expression, or any other category protected by applicable federal, state, or local law~~race, color, creed, sex, age, physical handicap, national origin or marital status.~~

**Section 3.02.** The Union will not discriminate with regard to representation of its bargaining unit members, or with regard to terms and conditions of membership because of race, age, color, religion, sex, pregnancy, national origin, physical or mental disability, genetic information, marital status, veteran or military status, sexual orientation, gender identity or expression, or any other category protected by applicable federal, state, or local law~~race, color, creed, sex, age, physical handicap, national origin or marital status.~~

**Section 3.03.** The right of employees to belong to, participate in or refrain from belonging to the Union shall not be prohibited, abridged or interfered with, by the City. In addition, the City agrees that there shall be no discrimination against any employee because of his-their membership or nonmembership in the Union.

**Section 3.04. Bulletin Boards:** The City will permit the Union to use space on bulletin boards so designated in the various divisions where members of the Union are employed. This bulletin board space shall be used for posting authorized Union notices, but restricted to the following:

- (A) Notices of Union recreational and social affairs.
- (B) Notices of Union elections and results of such elections.
- (C) Notices of Union appointments.
- (D) Notices of Union meetings.
- (E) Notices of educational materials supplied by the Union.

A copy of any material(s) to be posted on the bulletin board, as specified above, shall be supplied to the office of the Electric Utilities Director and Water Utilities Director at the time of such posting. All notices shall be signed by the Business Manager of the Union or an authorized officer so designated in writing by the Union to the Electric Utilities Director and Water Utilities Director.

**Section 3.05. Use of City Property:** Employees shall use City property, equipment, tools and vehicles in a safe and prudent manner, following all safety regulations. Employees shall not use City property, equipment or vehicles except in the performance of their official duty, nor permit use by an unauthorized person.

**Section 3.06. City Identification.** No employee whose duties involve the use of a badge, card, clothing insignia, or clothing (including work boots) as evidence of authority or for identification purposes shall permit such badges, cards, insignias or clothing (including work boots) to be used or worn by anyone who is not authorized to use or wear same. If the City provides such badges, cards, insignias, or clothing (which

must be OSHA-compliant), they shall be worn during any period for which the employee is working, and used only in the performance of the employee's official duties.

## ARTICLE IV

### MANAGEMENT RIGHTS

**Section 4.01.** The Union recognizes that the City has and will continue to retain whether exercised or not, the responsibility and authority to operate and manage its affairs in all respects; and the powers and authority which the City has not officially abridged, delegated, or modified by the expressed provision of this Agreement, are retained by the City. The rights of the City, through its management officials, shall include but not be limited to the following:

- (A) To manage and direct the employees of the City.
- (B) To hire, promote, transfer, schedule, assign and retain employees in positions with the City.
- (C) To suspend, demote, discharge, or take other disciplinary action against employees for proper cause.
- (D) To relieve employees from duties because of lack of work, funds or other legitimate reasons.
- (E) To maintain the efficiency of the operations of the City.
- (F) To determine the methods, means and personnel by which such operations are to be conducted, including the right to contract and subcontract existing and future work.
- (G) To determine the organization of the City.
- (H) To determine the number of employees to be employed by the City.
- (I) To determine the number, types and grades of positions of employees assigned to an organizational unit, division or special project.

**Section 4.02.** Delivery of services in the most efficient, effective and courteous manner is of paramount importance to the City ~~of Lake Worth~~. Accordingly, the Union agrees that it will instruct its members to work diligently in order that the services performed meet the above standards.

**Section 4.03.** The City agrees that quarterly meetings, mutually agreed upon between IBEW (Union) representatives and the Labor Relations Officer will be held to discuss problems and objectives of mutual concern involving the implementation and administration of the Labor Agreement. The committee shall consist of two (2) members designated by the Union and two (2) members designated by the City. The Union shall be represented by members of the IBEW Collective Bargaining Unit (CBU). The City (Employer) shall be represented by two (2) employees that are not members of a bargaining unit. The Employer membership shall consist of the City Manager or designee and one (1) other employee not within any Bargaining Unit to be selected by the City Manager. The Labor Management committee shall meet to discuss: a) improvements in systems, procedures and equipment; b) ideas for improvement of methods of personnel training, development, selection and promotion; c) problems and objectives of mutual concern, including those related to employee relations and administration of this agreement; d) other matters of mutual concern.

**Section 4.04. Emergency Suspension of CBA.** If civil emergency conditions exist, including but not limited to, riots, civil disorders, hurricane conditions, or similar catastrophes, the provisions of this Agreement may be suspended by the Electric Utilities Director or designee (for the Electric Utility) or the Water Utilities Director or designee (for the Water Utility) during the time of the declared emergency, provided that wage rates and monetary fringe benefits shall not be suspended.

**Section 4.05. Personnel Policies.** In order to assure uniformity of treatment of all employees of the City, including those covered by this agreement, all provisions not addressed in this agreement shall be governed by ~~Resolution No. 28-91 "City of Lake Worth Personnel Policy" effective July 1, 1991 (as amended through October 1, 1995) except for §§ 7C(2), 7C(3), 7E, and 17 (Bonus Days) thereof; and Resolution U-8-78 is hereby superseded in its entirety~~the City's Employee Personnel Policies Handbook dated April 4, 2017. Any proposed changes to the "Handbook" that affect the bargaining unit members will be sent to the union representatives.

**Section 4.06. Drug Testing.** The City retains the right to test employees for alcohol and controlled substances in accordance with applicable State and Federal law, including, but not limited to, those regulations promulgated by the Federal Highway Administration and Department of Transportation for DOT-covered CDL drivers of commercial motor vehicles.

#### **Section 4.07. Alcohol and Substance Abuse Policy**

The City is committed to providing a safe work environment and to fostering the well-being and health of its employees. That commitment is jeopardized when any employee illegally uses drugs on the job; reports to work under the influence of drugs or alcohol; possesses, distributes, or sells drugs in the workplace; or abuses alcohol on the job. Therefore, the City has established the following policy:

##### (A) Policy

1. It is a violation of this policy for any employee to use, possess, sell, trade, offer for sale, or offer to buy illegal drugs or otherwise engage in the illegal use of drugs on the job;
2. It is a violation of this policy for anyone to report to work under the influence of illegal drugs or alcohol;
3. It is a violation of this policy for anyone to use prescription drugs illegally. (However, nothing in this policy precludes the appropriate use of legally prescribed medications);
4. It is a violation of this policy to unlawfully manufacture, distribute, dispense, possess, or use controlled substances in the workplace;
5. It is a condition of employment to abide by the Drug-Free Workplace Policy;
6. Violations of this policy subject all employees to disciplinary action up to and including immediate termination.

The goal of this policy is to balance our respect for individual privacy with the need to maintain a safe, productive and drug-free environment. The intent of this policy is to offer a helping hand to those who need it, while sending a clear message that the illegal use of drugs and the abuse of alcohol are incompatible with employment at the City.

##### (B) Authority for Drug & Alcohol Testing

The City has implemented this policy in accordance with the program requirements outlined in Florida Statute § 440.102.

(C) Definitions

1. Drug: alcohol, including a distilled spirit, wine, a malt beverage, or an intoxicating liquor; an amphetamine; a cannabinoid; cocaine; phencyclidine (PCP); a hallucinogen; methaqualone; an opiate; a barbiturate; a benzodiazepine; a synthetic narcotic; a designer drug; or a metabolite of any of the substances listed in this paragraph.

2. Drug Test or Test: any chemical, biological, or physical instrumental analysis administered, by a laboratory certified by the United States Department of Health and Human Services or licensed by the Agency for Health Care Administration, for the purpose of determining the presence or absence of a drug or its metabolites.

3. Initial Drug Test: a sensitive, rapid, and reliable procedure to identify negative and presumptive positive specimens, using an immunoassay procedure or an equivalent, or a more accurate scientifically accepted method approved by the United States Food and Drug Administration or the Agency for Health Care Administration as such more accurate technology becomes available in a cost-effective forum.

4. Job Applicant: a person who has applied for a special-risk or mandatory testing position with the City and has been offered employment conditioned upon successfully passing a drug test, and may have begun work pending the results of the drug test.

5. Mandatory Testing Position: a job assignment that requires the employee to carry a firearm, work closely with an employee who carries a firearm, perform life-threatening procedures, work with heavy or dangerous machinery, work as a safety inspector, work with children, work with detainees in the correctional system, work with confidential information or documents pertaining to criminal investigations, work with controlled substances; or a job assignment that requires an employee security background check pursuant to Florida Statute § 110.1127; or a job assignment in which a momentary lapse in attention could result in injury or death to another person.

6. Medical Review Officer or MRO: a licensed physician, employed with or contracted with the City, who has knowledge of substance abuse disorders, laboratory testing procedures, and chain of custody collection procedures; who verifies positive, confirmed test results; and who has the necessary medical training to interpret and evaluate an employee's positive test result in relation to the employee's medical history or any other relevant biomedical information.

7. Prescription or Nonprescription Medication: a drug or medication obtained pursuant to a prescription as defined by Florida Statute § 893.02 or a medication that is authorized pursuant to federal or state law for general distribution and use without a prescription in the treatment of human diseases, ailments, or injuries.

8. Special-Risk Position: a position that is required to be filled by a person who is certified under Chapter 633 or 943 of the Florida Statutes.

(D) Types of Testing Required

1. Job Applicant Drug Testing: Job applicants for mandatory testing and special risk positions must submit to a drug test. Refusal to submit to a drug test, or a positive confirmed drug test, shall be used as a basis for declining to offer employment to the applicant.

2. Reasonable Suspicion Drug & Alcohol Testing: Employees will be tested following any observed behavior creating "reasonable suspicion." These behaviors may include the following:

a. Direct observation of drug/alcohol use, or the symptoms of being under the influence of a drug or alcohol;

b. Abnormal behavior while at work or a significant deterioration in work performance;

c. A report of drug use, provided by a reliable and credible source;

d. Evidence that an individual has tampered with a drug test while working for the City;



- e. Information that an employee has caused, contributed to, or been involved in, an accident while at work;
- f. Evidence that an employee has used, possessed, sold, or solicited drugs while working or while on the City's premises or while operating the City's vehicles, machinery, or equipment; and
- g. Post-accident in City-owned vehicles.

\_\_\_\_\_ If a determination is made that an employee is to be tested pursuant to ~~this provision~~ a determination of reasonable suspicion, the employee will be placed on paid administrative leave until the results of the drug and/or alcohol test is completed and results conveyed to the employer.

3. Follow-Up Testing: If the City requires an employee to enter an employee assistance program, or a drug rehabilitation program, as a condition of continued employment after a confirmed, positive drug test, the employee is required to submit to a random drug test, at least once per year for a two year period after completion of the program. Advance notice of the testing date will not be given to the employee being tested. If the employee voluntarily enters the program, the City is not required by law to conduct follow-up testing, but may do so in its discretion.

4. Routine Fitness-For-Duty Testing: Employees who ordinarily must submit to annual physical fitness for duty examination must also submit to drug testing at that time.

5. Random Testing of Mandatory Testing and Special Risk Positions: employees with job assignments designated as mandatory testing and employees in special risk positions are subject to testing through the use of an unbiased selection procedure.

#### (E) Confidentiality

All information, interviews, reports, statements, memoranda, drug test results, written or otherwise, received or produced as a result of a drug-testing program are confidential and may not be used or received in evidence, obtained in discovery, or disclosed in any public or private proceedings, except in accordance with Florida's Drug-Free Workplace Act or in determining compensability under the workers' compensation or unemployment benefits laws.

The City, the laboratories, medical review officers, employee assistance programs, drug rehabilitation programs and their agents shall not release any information concerning drug test results obtained under this policy without first obtaining a release from the affected individual in accordance with Florida's Drug-Free Workplace Act and other applicable laws or regulations. All information, interviews, reports, statements, memoranda and drug test results, written or otherwise, received or produced as a result of the drug testing program are confidential and exempt from disclosure under Florida's public records laws.

After the employee signs a voluntary waiver/release the appropriate designated union representative shall be notified within twenty-four (24) hours that the results of the blood/alcohol test and the second verification sample are finalized.

#### (F) Drugs to Be Tested

The City will test for the following drugs: ALCOHOL, AMPHETAMINES, CANNABINOIDS (MARIJUANA), COCAINE, OPIATES, PHENCYCLIDINE (PCP), METHAQUALONE, BARBITURATES, BENZODIAZEPINES, METHADONE AND PROPOXYPHENE.

#### (G) Testing Location

The City only uses laboratories for drug testing that are licensed by the Florida Agency for Health Care Administration or that are certified by the U.S. Department of Health and Human Services. You may be

tested at the following laboratory:

Please see the Human Resources Department for testing location(s). Or a facility designated by the City. Please see the Human Resources Department for additional information.

#### (H) Testing Procedures

Employees or job applicants may confidentially report the legitimate use of prescription or nonprescription medications both before and after being tested to the testing laboratory and the Medical Review Officer.

Employees and job applicants have the right to consult the testing laboratory for technical information regarding prescription and non-prescription medication.

#### (I) Challenging Results

Within five (5) working days after receiving notice of a positive confirmed test result, an employee or job applicant may submit information to the City explaining or contesting the test result, and explaining why the result should not constitute a violation of this policy. If the employee's or job applicant's explanation or challenge is unsatisfactory to the City, the employee will be notified by the City in writing within 15 days of the date the challenge was received and will be subject to discipline under this policy. At that time, the employee will be provided with a copy of the confirmed positive test result and the name and address of the laboratory. Any employee or job applicant may contest the drug test result pursuant to law or to rules adopted by the Agency for Health Care Administration.

All employees or job applicants must notify the laboratory of any administrative or civil action brought pursuant to Florida's Drug-Free Workplace Act. Employees are solely responsible for all costs associated with any challenge.

#### (J) Consequences of Positive Confirmed Test Result

Job applicants receiving a positive confirmed test result shall not be hired. Any employee receiving a positive confirmed test result for the first time shall be subject to a maximum suspension of two (2) days and shall be referred to an appropriate Employee Assistance Program and must remain in the substance/alcohol program for the prescribed duration at the employee's sole expense, but may use accrued leave to cover absences associated with such treatment. The employee will be placed on unpaid leave when the accrued leave balances are exhausted. The employee may return to work upon successful completion of the program or upon release to work by the clinical program director, whichever occurs first. If the employee fails to timely enter into or complete the treatment program, or fails or cannot be rehabilitated, the employee will be terminated for employment.

If a non-probationary employee subsequently tests positive for alcohol or drugs prohibited by this policy, the employee shall be terminated from employment.

Additionally, an employee receiving a positive confirmed test result may lose his or her right to workers' compensation, unemployment compensation benefits, medical and indemnity benefits.

The City may also discipline the employee for the consequences of their alcohol/substance abuse (e.g. absenteeism) even on a first offense.

An employee or job applicant has 180 days after receiving written notification of a positive confirmed test result to have the sample retested at his or her own expense at another licensed or certified laboratory chosen by the employee or job applicant.

(K) Consequences of Conviction for Violation of Criminal Drug Statute Occurring In the Workplace

All employees shall report any conviction for a violation of a criminal drug statute occurring in the workplace to the immediate supervisor in writing, no later than 5 (five) calendar days after such conviction. Within 30 calendar days of receiving such notice from a convicted employee, the City shall take one of the following actions:

- Take appropriate disciplinary action against the employee, up to and including termination;
- Require the employee to participate satisfactorily in a drug abuse or assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.

(L) Consequences of Refusing To Submit To Drug/Alcohol Testing

An employee who refuses to submit to drug testing shall be subject to immediate termination. Additionally, the employee may lose his or her right to workers' compensation, unemployment compensation, medical and indemnity benefits. A job applicant who refuses to submit to drug testing will not be hired.

Refuse to submit (to an alcohol or controlled substances test) means that an employee:

- Failed to appear for any test within 2 (two) hours of being directed to report by the City. This includes the failure of an employee to appear for a test when called by a consortium or third-party administrator;
- Failed to remain at the testing site until the testing process is complete;
- Failed to provide a urine specimen for any drug test, or failure to provide a blood specimen for alcohol testing;
- In the case of a directly observed or monitored collection in a drug test, failed to permit the observation or monitoring of the employee's provision of a specimen;
- Failed to provide a sufficient amount of urine when directed, and it has been determined, through a required medical evaluation, that there was no adequate medical explanation for the failure;
- Failed or declined to take a second test that the City or collector has directed the employee to take;
- Failed to undergo a medical examination or evaluation, as directed by the MRO as part of the verification process, or as directed by the City;
- Refused to allow collection of specimens for drug and/or alcohol testing by a treating medical facility during the course of treatment following an accident or to allow the City access to medical records containing the results of such tests, or attempted to block the release of such specimens or medical records;
- Failed to cooperate with any part of the testing process (e.g., refused to empty pockets when so directed by the collector, behaved in a confrontational way that disrupts the collection process); or
- Is reported by the MRO as having submitted or attempted to submit a verified adulterated, diluted, or otherwise altered or substituted specimen.

(M) Medications That May Alter or Affect the Drug Test

Some common medications may alter or affect a test result. They are listed below for your information. Due to the large number of obscure brand names and the marketing of new products, this list cannot, and is not intended to, be all-inclusive.

ALCOHOL All liquid medications containing ethyl alcohol (ethanol). Please read the label for alcohol content. As an example, Vick's Nyquil is 25% (50 proof) ethyl alcohol, Comtrex is 20% (40 proof), Contact Severe Cold Formula Night Strength is 25% (50 proof) and Listerine is 26.9% (54 proof).

AMPHETAMINES Obetrol, Biphetamine, Desoxyn, Dexedrine, Didrex, Ionamine, Fastin.

CANNABINOIDS Marinol (Dronabinol, THC).

COCAINE Cocaine HCl topical solution (Roxanne).

PHENCYCLIDINE Not legal by prescription.

METHAQUALONE Not legal by prescription.

OPIATES Paregoric, Parepectolin, Donnagel PG, Morphine, Tylenol with Codeine, Empirin with Codeine, APAP with Codeine, Aspirin with Codeine, Robitussin AC, Guiatuss AC, Novahistine DH, Novahistine Expectorant, Dilaudid (Hydromorphone), M-S Contin and Roxanol (morphine sulfate), Percodan, Vicodin, Tussi-organidin.

BARBITURATES Phenobarbital, Tuinal, Amytal, Nembutal, Seconal, Lotusate, Fiorinal, Fioricet, Esgic, Butisol, Mebaral, Butabarbital, Butalbital, Phrenilin, Triad.

BENZODIAZEPINES Ativan, Azene, Clonopin, Dalmane, Diazepam, Librium, Xanax, Serax, Tranxene, Valium, Verstran, Halcion, Paxipam, Restoril, Centrax.

METHADONE Dolophine, Metadose.

PROPOXYPHENE Darvocet, Darvon N, Dolene.

(N) Employee Assistance Programs

- Narcotics Anonymous Help-line: 561-848-6262
- Drug Abuse Foundation of Palm Beach County: 561-278-0000
- Palm Beach AI-Anon/AI-a-Teen Information Service: 561-882-0308
- Alcoholics Anonymous (Palm Beach County): 561-655-5700
- Comprehensive Alcoholism Rehabilitation Program: 561-844-6400
- City's Employee Assistance Program: Please see the Human Resources Department.

The City does not promote or recommend any specific program or organization for treatment. Other options for treatment can be located online or through various social service organizations.

Rights of the City and the Employee

~~The City recognizes that City employees are not immune from the problems which face society in general. The problems of alcohol and substance abuse have become widespread throughout our community and nation. The purpose of this new policy is to reduce and hopefully eliminate alcohol and drug abuse by employees, while also recognizing the rights of employees to privacy and protection from searches of any kind, which are inherently intrusive, and which should not be undertaken except for real problem situations. This policy is intended to be corrective rather than punitive in application. Employees found to have an alcohol or substance abuse problem will be given one opportunity for rehabilitation before termination from employment is imposed unless, however, while under the influence the employee violates a policy that would normally substantiate termination. Random drug testing may be conducted consistent with law (e.g., safety sensitive personnel). All employees are considered safety sensitive for purposes of this policy unless otherwise agreed to by the parties.~~

~~(B) Alcohol/Substance Abuse Prohibited~~

~~All City Employees shall:~~

- ~~1. Refrain from impairment for duty by use of illegal drugs, alcohol and/or a controlled substance;~~
- ~~2. Not use any illegal drugs, controlled substance on or off duty not prescribed for use by a licensed physician;~~
- ~~3. Not possess illegal drugs, prescription substances, other than their own, and shall not dispense or sell any controlled substance on duty; and~~
- ~~4. Refrain from using illegal drugs, prescribed medication on duty in a manner that does not substantially conform to the direction of the prescribing physician. Said use shall not result in the employee's impairment while on duty.~~

~~(OE) Voluntary Assistance Program~~

On one occasion prior to being directed to submit to a drug or alcohol test, employees who voluntarily seek help for an alcohol or substance abuse problem will be given whatever assistance possible in being placed in an alcohol substance abuse program approved by the City and the Union until the approved program administrator is able to state that the employee has been successfully rehabilitated. This one opportunity to receive voluntary assistance shall not constitute the first drug/alcohol event for the purpose of discipline. The City will not pay for this program. However, the employee may elect to utilize their EAP and insurance benefits. While in the program, the employee may use his accrued and unused sick leave, vacation time, LWOP, or other leave as authorized by law including FMLA if eligible, if it is necessary to take time off. The employee will also be allowed to return to work upon successful completion of the program or as soon as the clinical program director releases the employee for work, whichever occurs first, but with no loss of status consistent with City policy.

~~(D) City's Right to Test for Alcohol/Substance Abuse~~

~~1. Reasonable Suspicion Drug Testing~~

~~All City employees are subject to the least intrusive scientifically accepted method to render the results for the suspected substance if the employee has acted in violation of Section 2 of this Article. If a determination is made that an employee is to be tested pursuant to this provision, the employee will be placed on administrative leave until the results of the drug and/or alcohol test is completed and results conveyed to the employer.~~

~~(b) In order for an employee to be subject to the least intrusive scientifically accepted method to render the results for the suspected substance the department head (or designee) must:~~

~~i. Give the employee and Union written notice (giving written notice to the Union shall not delay receipt of testing of the employee) in sufficient detail of the facts which led to the employee being subject to blood testing and/or urinalysis; and~~

~~ii. Have reasonable suspicion, based on specific objective facts, that the employee has~~

~~abused alcohol and/or a controlled substance as prescribed in Section 2 of this Article. Reasonable suspicion of alcohol/substance abuse must be certified by the department head (or designee) and, whenever possible, a corroborating witness.~~

~~Consistent with law, employees may be randomly tested (safety sensitive personnel).~~

~~2. Procedure for Positive Screen~~

~~In accordance with State and Federal law, guidelines and Rules (as amended) when an employee tests positive, the MRO (Medical Review Officer) is the only certified person to notify that employee and employer. The MRO notifies the employee immediately upon the laboratory's confirmation to him/her, and then the MRO notifies the City and the Collector. The employee must contact Human Resources/Risk Management immediately. HR makes an appointment with the Employment Assistance Program Director (EAP), and has the employee sign a Release. The employee must remain in the EAP Program for their prescribed duration. The employee may return to work upon successful completion of the program. If post completion treatment is prescribed, it is the employee's responsibility to pay for those visits, as well as the initial program. All visits/classes are to be scheduled after working hours.~~

~~3. Upon obtaining a waiver of confidentiality from the involved employee a union representative may accompany an employee at the collection site and follow chain of custody until the sample is sealed and initialed by the collector.~~

~~(EP) Grieving Reasonable Suspicion. If an employee covered by this Agreement disputes the ~~department head's~~ certification of reasonable suspicion, the employee must, nonetheless, submit to a blood/urinalysis test as ordered by the ~~department head~~City, while simultaneously filing a grievance over the order. Such grievance may be immediately processed and arbitrated under the expedited arbitration rules of the Federal Mediation and Consolidation Service. Pending the arbitrator's decision, which shall be final and binding, the blood/urinalysis sample shall be frozen or the results shall not be acted upon.~~

~~Refusal to submit to testing is grounds for termination from employment.~~

~~(F) Blood/Urine Tests~~

~~1. In testing for the presence of alcohol, the City shall utilize a generally accepted test procedure, which produces quantitative results showing the amount of alcohol present in the blood or urine. A blood/alcohol measure of .08 or greater is evidence of impairment.~~

~~2. In testing for the presence of controlled substances, the City shall in the first instance utilize an immunochemical assay or radioimmunoassay test (i.e., EMIT) or current scientifically accepted testing methods on the employee's urine. If the initial test is positive for a controlled substance, the same urine specimen shall be subjected to a further testing using a scientifically accepted testing method for verification. A portion of the urine sample shall be retained for a second verification test as provided herein. If both the initial test and the verification test are positive for a controlled substance, the employee shall be notified of the results by the City's MRO. In order to timely provide such notification, the employee shall be required to contact, by telephone or in person, the Human Resources Director (or acting Human Resources Director), immediately upon hearing from the MRO.~~

~~3. — A reliable state licensed clinical laboratory shall conduct all blood/urine tests.~~

~~a. — After the employee signs a waiver/release the appropriate designated union representative shall be notified within twenty four (24) hours that the results of the blood/alcohol test and the second verification sample are finalized.~~

~~4. — The City shall keep the results of any testing confidential, except as to disclosure to the department head, City Manager, and the employee. Furthermore,~~

~~(Q) a~~ Any results of positive testing, which are later refuted, shall have affixed thereto the subsequent refutation.

~~(G) — Rehabilitation~~

~~1. — In the event that the results of the blood/alcohol test or second urine verification test are positive, the employee will immediately contact the City's EAP and enter and remain in an alcohol/substance program approved by the City and the Union until the approved program administrator is able to state that the employee has successfully completed the treatment protocol. The employee will be allowed to return to work upon successful completion of the program or as soon as the clinical program director releases the employee to work, whichever comes first, with no loss of status consistent with City policy.~~

~~2. — If the employee fails to complete the treatment program, he or she will be terminated from employment. The employee may use accrued leave while in the rehabilitation program, or take leave without pay.~~

~~3. — If the employee fails to enter the program or fails or cannot be rehabilitated, the employee shall be terminated from employment.~~

~~(H) — Recurring Alcohol/Substance Abuse~~

~~If an employee subsequently tests positive for alcohol/substance abuse at any time, the employee shall be terminated from employment.~~

~~(I) — Discipline Pending Rehabilitation~~

~~On one occasion an employee shall not be disciplined pursuant to Section 3 for alcohol/substance abuse if prior to violating this policy, the employee enrolls in and successfully completes the rehabilitation program. However, employees who are under the influence while on duty may be disciplined with a maximum suspension of two days. Additionally, this Section does not prevent the City from disciplining the employee for the consequences of their alcohol/substance abuse (e.g. absenteeism).~~

## ARTICLE V

### NO STRIKE PROVISION

**Section 5.01.** The Union agrees not to engage in a strike, work stoppage, slowdown or other forms of interference with the operation of the City.

**Section 5.02.** Any employee who participates in or promotes a strike, work stoppage, or other form of interference with the operation and mission of the City's Electric or Water Utilities Departments shall be subject to discipline including those forms of discipline prescribed by law.

**Section 5.03.** In the event of a strike, work stoppage or interference as defined presently in the Public Employees Relations Act, Section 447.203(6), with the operation and accomplishment of the mission of the ~~City's Utilities Department~~City Manager, the President of the Union shall promptly and publicly disavow such strike or work stoppage and order the employees to return to work and attempt to bring about prompt resumption of normal operations. An authorized Union representative shall notify the City Manager~~Utilities Director~~ within twenty-four (24) hours after the commencement of such strike, what measures it has taken to comply with the provision or the provisions of this Article.

**Section 5.04.** Failure to abide by the terms set forth in this Article may cause the city to seek appropriate judicial and administrative relief.

**Section 5.05.** The City agrees not to lock out the employees during the term of this Agreement.



## ARTICLE VI

### FILLING OF VACANCIES

**Section 6.01. Considerations.** In the filling of any jobs, vacancies and making promotions, full consideration will be given, but not be limited to the following: ability, qualifications, evaluations, classification and service seniority and tests as deemed applicable by the City for the existing vacancy.

**Section 6.02. Temporary Transfers.**

(A) A regular full-time employee may be transferred to meet the needs of the City. A transfer may require the employee to move from one division to another. The employee shall retain the same status in the new position that he/she had in the previous position. The duration of a transfer shall be dependent upon the operating needs of the City.

(B) An employee who is temporarily transferred shall receive the maximum pay rate of the job, if such rate is higher. When the pay rate is lower the employee shall receive the pay ~~he/she~~ the employee had before the transfer.

**Section 6.03. Permanent Transfers.**

(A) A regular full-time employee may be transferred to meet the needs of the service, and may require the employee to move from one division to another. In addition, an employee upon request and acceptance of the appropriate Division Manager(s) and the ~~Utilities~~ Director, may be transferred from ~~his~~ the current position to any other for which ~~he~~ the employee is qualified. The employee shall retain the same seniority in the new position that ~~he~~ the employee had in the previous position.

(B) An employee who is permanently transferred shall be compensated in the new position at the appropriate rate established for that position from the first day the individual begins work in the new position.

**Section 6.04. Intra-Divisional Transfers.** The ~~Electric~~ Utilities Director or Water Utilities Director may, at any time, transfer any employee under ~~his/her~~ their applicable jurisdiction from one position to another in the same pay class in the same division. An intra-divisional transfer of an employee to a position of another pay class shall be made only with the approval of the ~~Utilities-applicable~~ Director.

**Section 6.05.** All transfers covered by this Agreement will be made without loss of seniority.

**Section 6.06. Promotions.** Vacancies in positions above the lowest rank in any category will be filled as far as practical, within EEOC guidelines, by the promotions of employees in the City's service.

**Section 6.07. Job Posting.** Vacancies for positions within the bargaining unit shall be posted for a period of ten (10) business days, excluding weekends and holidays, on the bulletin board space provided to the Union.

**Section 6.08. Reinstatements.** Reinstated employees are considered new employees for purposes of vacation, leave, salary increases, and seniority.

**Section 6.09. Appointment Above Minimum.** An appointment to a position in the Electric Utilities Department or Water Utilities Department at above the minimum of the pay grade applicable to the job title shall be made only with the approval of the Utilities-applicable Director.

## ARTICLE VII

### **SENIORITY, ~~AND LAYOFF~~, AND ADDITIONAL DUTIES IN HIGHER CLASSIFICATION**

**Section 7.01. Defined.** Seniority shall be defined in the following manner:

(A) Seniority - The total length of continuous employment with the City in the Electric Utilities Department ~~or Water Utilities Department~~.

(B) Employees promoted into management and subsequently returning to a position in the bargaining unit will return with zero seniority upon ~~his or her~~their return. Seniority will accumulate upon ~~his/her~~the employee's return date.

**Section 7.02. Loss of Seniority.** Employees shall lose their seniority as a result of the following:

(A) Termination

(B) Retirement; except those employees in the Deferred Retirement

(C) Voluntary Resignation

(D) Layoff exceeding one (1) year

(E) Failure to report to the Utilities Director intention of returning to work, within ten (10) calendar days of receipt of recall, as verified by certified mail, return receipt.

(F) Failure to report from military leave within the time limits prescribed by law.

**Section 7.03. Order of Layoff.** The City will determine the classification and numbers of the employees to be laid off. When the layoff occurs, the probationary employees shall be laid off first, then regular full time employees, in the inverse order of their seniority at the time of the layoff. Newly hired probationary employees shall have no recall rights, whereas newly promoted or transferred probationary employees may have recall rights as set forth in this section.

(A) All layoffs, demotions or adjustment resulting therefrom shall be made in the inverse order of seniority, in the respective divisions covered by this Agreement. Any employee who is displaced from a job as a result of a reduction in forces by the Utilities Department will be entitled to roll into any jobs for which ~~he/she~~the employee has seniority and qualifications.

(B) No full-time employee shall be laid off while another person in a position is employed on a probationary, part-time or temporary basis in the same classification.

**Section 7.04. Same Seniority Tie Breaker.** In the event that two or more employees affected have the same exact amount of seniority, the date of employment application shall prevail. However, if the application date is the same, then the earliest birth date shall prevail.

**Section 7.05. Recall Rights.** Regular full-time employees on layoff status will retain recall rights for

one (1) year.

Recall will be made by certified mail to the last known address in the employee's personnel record.

**Section 7.06. Procedure for Accepting Recall Position.** Within ten (10) calendar days of the certified receipt date, laid off employees must signify in writing their intention of returning to work to the Human Resources/Utilities Director's office. Failure to respond to this notice within the prescribed time limit previously stated above shall constitute a voluntary resignation by the employee.

**Section 7.07. Rehire Process on Recall.** Recall will be offered to laid off employees, other than those employees who are on probationary status at the time of the layoff, provided they are physically qualified and able to perform all of the duties of the job. After a job offer, the City reserves the right to require the laid off employee to submit to a physical, consistent with City policy for new hires, prior to resuming his/her employment.

**Section 7.08. Recall Order.** When employees are recalled from layoff, the employee with the greatest seniority shall be recalled first. Example: When one employee has more service seniority time ~~he or she~~ the employee shall retain that job if a layoff should occur. The individual with less seniority time shall have the opportunity to roll back into any job which was successfully held previously if the employee meets the qualifications as per the job description. The employee's service seniority time shall have to be greater than the employee who now holds that position.

**Section 7.09. Replacements and Advancements.** When ability and qualifications are relatively equal, as determined by the City, seniority rights shall govern replacements and advancements for all ~~employees under this jurisdiction in the Lake Worth Utilities Department~~ employees covered by this Agreement. A job classification shall be deemed to be "higher" when it carries a higher scheduled maximum. The term "promotion" shall mean advancement to a higher job classification.

**Section 7.10. Additional Duties.**

When an employee is assigned duties above his classification during vacations, ~~or~~ anticipated long illnesses, or is temporarily transferred to a higher classification, the employee selected shall be determined by the provisions of Section 7.09 above. Except for employees filling the position of Foreman, Troubleman, or equivalent, after working in the temporary position or assignment for one day the employee shall ~~be compensated at the pay grade of the position which the employee is temporarily filling which provides an increase in pay. If there are no steps for a particular position, then the employee shall receive the hourly rate paid for the position. Any employee filling a temporary transfer assignment within the bargaining unit shall receive an increase in pay equal to the greater of 5% of the employees' current rate of pay or the bottom pay rate of the position to which the employee is filling not to exceed the mid point of the new position for all hours actively worked~~ during the period of the temporary assignment.

When an employee is required to perform additional duties that are not in a higher classification and when the employee is not temporarily transferred to a higher classification, the employee selected shall be determined by the provisions of Section 7.09 above. Except for employees filling the position of Foreman, Troubleman, or equivalent, the employee shall receive an increase in pay equal to 5% of the employee's current rate of pay for all hours actively worked while performing the additional duties.

**Section 7.11. Death.** All compensation and benefits due to the employee as of ~~his/her~~the employee's death shall be paid to the beneficiary, surviving spouse, or to the estate of the employee as determined by law or by properly executed forms in the employee's personnel folder.

## ARTICLE VIII

### PROBATIONARY PERIOD

**Section 8.01. Purpose.** The probationary or "working test" period is used to observe the new employee's work, to secure the most effective adjustment of a new employee to the position and to reject any employees whose performance does not meet the required work standards.

**Section 8.02. Duration**

(A) The initial probationary period shall be for a term of six (6) months from the first day of work. However, with the approval of the ~~Utilities-applicable~~ Director the probationary period may be extended by one three (3) month period.

(B) The probationary period for promotions shall be six (6) months from the first day of work in the position to which the employee was promoted. However, with the approval of the ~~Utilities-applicable~~ Director the probationary period may be extended by one three (3) month period.

(C) When the employee successfully completes the initial probationary period as determined by the Division Manager and the ~~Utilities-applicable~~ Director, ~~he/she~~the employee will be placed on regular full time status.

(D) A probationary employee is neither required to join, nor prohibited from joining the Union.

(E) The eCity will notify the Union Chairman or designee when a probation extension occurs to explain reason and plan of action for the employee.

**Section 8.03. Evaluation of Performance.** During the probationary period the Division Manager or his designee shall request a report of the Supervisor's observation of the probationary employee's work and a judgment as to the employee's willingness and ability to perform the job duties satisfactorily. This provision shall not preclude an employee within the bargaining unit evaluating the performance of a subordinate within the bargaining unit.

**Section 8.04. Dismissal during Initial Probation.** If an initial probationary employee has been found to be unqualified to perform, or will not properly perform the duties of the position, the employee may be dismissed by the Division Manager or Designee. Such dismissal shall not be subject to the grievance procedure.

**ARTICLE IX**  
**ATTENDANCE**

**Section 9.01. Basic Work Week**

(A) The basic work week shall be five (5) consecutive days, forty (40) hours per week except as otherwise agreed by the applicable Director and the Business Manager.

(B) Lunch times shall be scheduled at the discretion of the Division Manager.

(C) When an employee's schedule is changed, notice of one (1) week will be given whenever possible. In cases of emergency, the notice may be waived.

(D) Schedule changes shall be based on the most qualified and senior employee. This paragraph shall not apply to schedule changes for training purposes.

(E) Employees working during time changes from Eastern Standard Time to Daylight Savings Time or Daylight Savings Time to Eastern Standard Time shall be paid only for time worked.

**Section 9.02. Trouble Department Schedule**

The Troublemans schedule provides ~~eleven (11) and~~ twelve (12) hour shifts for seven days from 6:00 a.m. until ~~5:00 p.m./~~6:00 p.m. and from 6:00 p.m. until ~~5:00 a.m./~~6:00 a.m. This schedule contemplates one four-day work week ~~of eleven (11) hour shifts each day~~ and one three-day work week of twelve (12)-hour shifts each day.

This schedule permits overtime to be paid for all hours worked over thirty six (36) hours per week in a three (3) day workweek and forty-four (~~44~~48) hours per week in a four (4) day work week.

This schedule follows the same Rest Period provision in Article IX, Attendance, Section 9.05 Callback time, except callback is based upon twelve (12) hours' notice instead of sixteen (16) hours' notice.

Generally, ~~T~~Troublemans are scheduled in the manner below:

WEEK NO 1	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Troubleman 1	06:00 - <del>17</del> 18:00	06:00 - <del>17</del> 18:00	06:00 - <del>17</del> 18:00	06:00 - <del>17</del> 18:00	OFF	OFF	OFF
Troubleman 2	OFF	OFF	OFF	OFF	06:00 - 18:00	06:00 - 18:00	06:00 - 18:00
Troubleman 3	18:00 - 06:00	18:00 - 06:00	18:00 - 06:00	OFF	OFF	OFF	OFF
Troubleman 4	OFF	OFF	OFF	18:00 - <del>05</del> 06:00	18:00 - <del>05</del> 06:00	18:00 - <del>05</del> 06:00	18:00 - <del>05</del> 06:00

WEEK NO 2	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Troubleman 1	06:00 - 18:00	06:00 - 18:00	06:00 - 18:00	OFF	OFF	OFF	OFF
Troubleman 2	OFF	OFF	OFF	06:00 - 17:18:00	06:00 - 17:18:00	06:00 - 17:18:00	06:00 - 17:18:00
Troubleman 3	18:00 - 05:06:00	18:00 - 05:06:00	18:00 - 05:06:00	18:00 - 05:06:00	OFF	OFF	OFF
Troubleman 4	OFF	OFF	OFF	OFF	18:00 - 06:00	18:00 - 06:00	18:00 - 06:00

**Section 9.03. Shift Work/Shift Differential**

Effective on the first full pay period following ratification by both parties, the following shift work/shift differentials shall apply:

- (A) Second shift employees shall receive an additional one-dollar (\$1.00) per hour differential in pay.
- (B) Third shift employees shall receive an additional one-dollar and twenty-five cents (\$1.25) per hour of differential in pay.
- (C) Night Troublemens will receive an additional one-dollar and twenty-five cents (\$1.25) per hour of differential pay in lieu of the differential pay provided in Section 9.03, (A) or (B), above.

**Section 9.04. Overtime.** Overtime will be paid for all hours worked in excess of forty (40) hours in a work week.

- (A) Overtime will be authorized or directed only when it is in the interest of the City.
- (B) All authorized and approved work performed in excess of forty (40) hours in any one work week shall be considered as overtime. An employee working overtime shall be paid at the overtime rate of one and one-half (1 ½) times the employee's straight time rate of pay.
- (C) For purposes of overtime computation, holidays, vacation, sick leave, jury duty or unpaid union business leave shall be considered as time worked. If an employee is required to work on the next calendar day after ~~his/her~~ return from military leave, and that day would ordinarily have been a scheduled day-off for the employee, then the employee shall be compensated at one and one-half (1 ½) times ~~his/her~~ the employee's base hourly rate for all hours actually worked on that day.

Paid Administrative Days are generally not considered time worked for purpose of computing overtime. However, due to an imminent threat of an approaching hurricane, where the City Manager authorizes all or some employees to leave their normally scheduled shift or workday as a Paid Administrative Day to prepare for the storm, the Paid Administrative Day only in that circumstance shall count toward hours worked for the purpose of computing overtime for that workweek.



(D) Employees shall work overtime when assigned by the Division Manager or ~~his~~ designee. Once the appropriate individual has authorized overtime, assignment of such overtime shall follow the Distribution of Overtime agreement attached as Attachment B, which is incorporated by reference. It is the intent of the parties that, in any conflict between provisions of Attachment B and of the main body of this collective bargaining agreement, the interpretation that favors the language of the main body of the collective bargaining agreement shall prevail.

(E) In the event any employee is assigned to work approved overtime, ~~he/she/the employee~~ will not be required to use annual leave nor be placed in a "leave without pay" status during the basic work week in order to compensate or offset the overtime hours worked or to be worked.

(F) An employee desiring to be excused from overtime work assignments for good and sufficient reasons shall submit, in writing, a request to the Division Manager or ~~his/her~~ designee who will have sole discretion. The written request, if approved, shall remain in effect for the time specified in the request.

(G) At the time overtime work is required and necessary, the work shall be performed by employees who have not requested, in writing, to be excused from such assignment. In the event overtime work is required and the Department cannot schedule the required number of employees, then those employees who have approved requests on file excusing them from overtime work shall be assigned and required to work such overtime.

#### **Section 9.05. Callback time.**

(A) Employees called back to work ~~from their homes~~ after they have left the worksite will receive a minimum of three (3) hours' pay at time and one half (1 ½) times of their base rate. Subsequent calls back that occur within three hours from the initial call back shall not trigger additional three-hour minimum call-back periods.

(B) An employee called back before ~~his~~ the employee's regular starting time and who works through ~~his~~ the employee's regular work period shall be allowed pay only for time worked. Employees called back to work shall report within a reasonable time.

(C) ~~Employees The Utilities Department of the City of Lake Worth, Florida and IBEW Local 359 hereby adopt~~ are subject to the following ~~contract provisions~~ concerning rest periods and call back ~~time and time and~~ cancel any past practice or written policies in conflict with these contract procedures.

(1) Rest Period. All employees covered by the IBEW bargaining unit, including all regular, scheduled and shift workers are subject to this provision of the contract. If an employee is called back to work for any reason in the eight (8) hours preceding the start of the employee's assigned or designated hours of work without having received 16 hours' notice, the employee will be entitled to the following:

(a) Employees required to actively work eight (8) hours of the fifteen (15) hours immediately prior to their regularly scheduled hours of work shall be paid one and one half (1 ½) times the regular rate of pay at the scheduled hours of work if required to work. ~~If management determines the employee may be released from duty prior to the end of the scheduled hours of work, the employee shall~~

~~be paid straight time for the remainder of the scheduled work day. The employee will be entitled to eight (8) hours /full day of paid rest time (at straight time) during his next contiguous normal work period.~~

~~(b) (b) An employee who works a minimum of three (3) consecutive hours (actual on site time), will receive four (4) hours (1/2 day) of paid rest time (at straight time rate) during the next contiguous normal work period. An employee who actively works sixteen (16) continuous hours will be entitled to eight (8) hours of rest and shall be paid double time until such eight (8) hours of rest is obtained. If the rest time is inclusive of paid leave time such as holiday, jury duty, or other paid leaves where no active work is performed it shall be paid at the straight time rate of pay.~~

~~(c) An employee who works five (5) consecutive hours or greater will be entitled to eight (8) hours/full day of paid rest time (at straight time rate) during his next contiguous normal work period.~~

~~(b)(d) For purposes of call back time, an employee shall be compensated at one and one-half (1 ½) times the regular rate of pay for all or any part of the call back rest time not received by the employee. All call back rest time is paid at the employee's straight time rate.~~

(D) Call Back Overtime/Unscheduled Overtime.

~~(1) Employees shall work a minimum of forty percent (40%) of call back overtime during a 12-month period rolling backward each quarter. A minimum of five (5) call back opportunities must occur prior to calculating the 40% minimum at the end of each quarter. An employee may be called back numerous times each day, however, the employee can be charged with a maximum of only one (1) refusal each day. A day will be considered midnight to midnight. The call back record shall be posted by Management each week along with the weekly overtime list. Employees and/or their Union Representatives will address any discrepancies with Management if an issue arises related to the call back record.~~

~~(2) The quarterly call back percentage will be reset at the beginning of each quarter. If an employee is issued discipline at the end of a quarter and their call back percentage does not meet the 40% minimum at the end of the next quarter, the employee may be advanced to the next step of discipline. No discipline shall be administered prior to the end of each quarter. The normal disciplinary steps as described in this Agreement do not apply to this 40% minimum Call Back section.~~

~~a. The following are the steps of discipline for this 40% call back section policy:~~

- ~~1<sup>st</sup> Occurrence: Verbal Coaching (coaching is not considered discipline)~~
- ~~2<sup>nd</sup> Occurrence: Verbal Warning (1<sup>st</sup> step of discipline)~~
- ~~3<sup>rd</sup> Occurrence: Written Warning (2<sup>nd</sup> step of discipline)~~
- ~~4<sup>th</sup> Occurrence: One (1) day suspension without pay (3<sup>rd</sup> step of discipline)~~

5<sup>th</sup> Occurrence: Two (2) day suspension without pay (4<sup>th</sup> step of discipline)

6<sup>th</sup> Occurrence: Five (5) day suspension without pay (5<sup>th</sup> step of discipline)

b. Any employee who reaches a 6<sup>th</sup> Occurrence level of discipline (5 day suspension without pay) on the third occasion within three (3) years, shall be subject to termination.

(3) If an employee is placed into discipline, but then achieves the 40% call back in the following quarter where call backs are measured, the employee's next discipline Occurrence will not be advanced to the next level but shall remain at the same level. As an example, if an employee is issued a Written Warning and then maintains a 40% call back the following quarter during which call back is measured, the employee would only be subject to a Verbal Warning for the next Occurrence. If the employee again meets the 40% call back the next quarter during which call back is measured, the employee would only be subject to a Verbal Coaching for the next Occurrence. If an employee fails to meet the 40% call back minimum in consecutive quarters ("consecutive" meaning quarters where the call back is measured and excluding those where no measurement occurred due to less than 5 call backs), the employee may be advanced in the discipline process as outlined in Section (2) above.

(4) A "no contact" shall be counted as a refusal for call back overtime unless the employee calls back within twenty (20) minutes of the original call. If the call out assignment has been filled within the twenty (20) minutes when the employee calls back, they shall not be charged with a refusal.

(5) Employees shall be exempt from call back opportunities and will not be called during vacation leave or sick leave. Employees who desire to receive call back opportunities during vacation leave or sick leave shall notify management to opt into call backs.

(6) Employees on approved FMLA leave shall not be subject to the disciplinary process outlined in Section (2).

**Section 9.06. Hours of Continuous Work.** All consecutive hours worked over sixteen (16) shall be paid for at double the straight time hourly rate.

### **Section 9.07. Dispatch Duties of Water Treatment Plant Operators**

Water Treatment Plant Operators actively working on a shift that occurs during 2nd shift, 3rd shift, or on Saturday, Sunday or a City-recognized Holiday shall receive a 10% increase in pay to compensate for performing dispatch duties relating to callouts for water, sewer lift station, and stormwater emergencies.

### **Section 9.08. Lineman Summer Schedule**

Each year beginning the first full payroll in June through the end of the first full pay period in November, a Lineman crew shall be assigned to second shift to capture all daylight hours. The second shift schedule

begins at 11:30 a.m. and ends at 8:00 p.m. The second shift differential applies to the Lineman crew assigned to the second shift.

At the start of each summer Schedule, the crew assigned shall begin with the senior Foreman and crew, then rotate biweekly at the beginning of each pay period. If the crew needs to be replaced, the overtime distribution list will be used.

## ARTICLE X

### HOLIDAYS

#### Section 10.01. Days Observed

(A) The following are holidays for all regular full-time employees of the Utilities Department:

1. New Year's Day
2. Martin Luther King, Jr.'s Birthday
3. President's Day
4. Memorial Day
5. Independence Day
6. Juneteenth
- ~~67.~~ Labor Day
- ~~78.~~ Columbus Day
- ~~89.~~ Veterans Day
- ~~910.~~ Thanksgiving Day
- ~~1011.~~ Day after Thanksgiving
- ~~1112.~~ Day before Christmas
- ~~1213.~~ Christmas Day
- ~~1314.~~ Employee's Birthday (Employees shall receive a day (8 hours) off with pay for their birthday which shall be taken within one year of the birthday. Pay for an employee's birthday shall not be treated as holiday pay for purposes of computing overtime rather, it shall be treated as vacation time).

(B) When a holiday falls on a Saturday, the preceding Friday shall be designated as a substitute holiday and observed as the official holiday for that year. When a holiday falls on a Sunday, the following Monday shall be designated a substitute holiday and observed as the official holiday for that year. However, for all 24-hour shift employees, and the Troubleman classification holidays will be those designated in Section 10.01(A) and will fall on the calendar dates recognized in the United States, unless modified by Section 10.02(A) or 10.02(F). Holidays shall be granted or paid based upon the employee's normal scheduled hours for that day (e.g. 8 hour shift, 12 hours shift, etc.).

(C) If during the term of this Agreement, the City grants an additional holiday (or holidays) to any bargaining unit of the City or to the general employees, that same day(s) shall be a holiday for all employees covered by this Agreement.

#### Section 10.02. Eligibility for Holiday Pay

(A) All regular full-time employees will receive eight (8) hours off with pay for each of the holidays allowed except the Troubleman classification which is addressed above. All holidays allowed must be taken as time off on the same day that it is allowed. Exception: Employees may request the Employee Birthday Holiday be taken other than the date of birthday, provided the requested Birthday Holiday falls within the pay period of the birthday or within one calendaris taken within the fiscal year in which it occurs~~after the date of the birthday~~ and the respective Division Manager grants the employee's request.

(B) Employees on vacation, annual military leave, jury duty, sick leave, funeral leave or other  
City of Lake Worth Beach/IBEW 359-3  
Collective Bargaining Agreement 2018-2021~~2021-2024~~

absences from duty but on active pay status on the day the holiday is observed must use the holiday on the same day that it is allowed.

(C) An employee must be on paid vacation, excused absence of initial probationary employee, paid sick leave, funeral leave, jury duty, paid military leave, unpaid Union leave, job-related injury leave (not exceeding four (4) weeks) or work ~~his-the~~ normal schedule of hours on their regularly scheduled working day immediately prior to a holiday and the regularly scheduled working day immediately following a holiday, in order to qualify for the holiday.

(D) Employees who are required by their supervisor to work on the day observed as a holiday must work that day to be eligible to receive holiday pay. An employee who is scheduled to work on the day observed as a holiday and reports sick will be charged with the holiday for that day.

(E) (1) Employees assigned to work on a holiday, who in fact do work, shall receive their usual days' pay plus ~~eight (8)~~the same number of hours pay at one and one-half (1 ½) their base rate.

(2) Troubleman Schedule

Holiday Worked:

- Employee receives ~~eight (8)~~twelve (12) hours of holiday pay plus one and one-half (1½) times the employee's normal hourly rate for all regular scheduled hours.

Holiday Not Worked:

- Employee receives ~~eight (8)~~twelve (12) hours of holiday pay ~~and straight time pay for all remaining regular scheduled hours~~ for the day not worked.

(F) When any of these holidays falls on an employee's day off, the next scheduled workday shall be observed as a holiday.

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**ARTICLE XI**

**ANNUAL LEAVE (VACATION)**

**Section 11.01. Eligibility.** Each regular full-time employee will be allowed annual leave with pay on the following basis:

<u>Continuous Employment</u>	<u>Annual Leave Days</u>
Less than one (1) year	0
After: 1 year	80 hours
2 years	88 hours
3 years	96 hours
4 years	104 hours
5 years	112 hours
6 years	120 hours
9 years	128 hours
12 years	136 hours
15 years	144 hours
20 years	160 hours

For each year of service over twenty (20) years, eight (8) hours of Annual Leave will be added to one-hundred sixty (160) hours above, per year.

The maximum number of Annual Leave hours will not exceed 240 hours.

**Section 11.02. Charging Leave**

(A) Annual leave time shall be scheduled and charged to the employee for the actual time the employee is away from work.

(B) Annual leave will be charged in one hour increments, except for shift workers and Troubleman. For these employees, annual leave will be charged in one half (1/2) day minimum increments. The minimum leave requirement for shift workers and Troubleman may be waived on an occasional basis, at the discretion of the appropriate Division Manager. (See §11.03(A), below).

(C) In circumstances where a supervisor plans to deny a vacation request, the supervisor shall contact the Utilities-applicable Director prior to denying the request to discuss the reason(s) for the vacation denial. If the Utilities-applicable Director determines that the reason(s) given do not justify the vacation denial, the employee shall be advised of the Utilities-applicable Director's decision by his/her/the supervisor and the employee shall be entitled to take the requested vacation.

(D) Holidays which occur during the period selected by the employee for annual leave shall not be charged against such annual leave. However, the holiday will be charged against holiday leave regularly due the employee.

**Section 11.03. Request for Leave**

(A) Annual leave may be taken only after approved by the appropriate Division Manager or designee. Requests for leave shall be submitted at least seven (7) calendar days prior to the requested leave

starting date. Exception: The notice above may be waived in cases of emergency or when it is determined by management that the operation of the utility will not be affected.

(B) Employees must take a mandatory 40 hours of vacation leave per fiscal year however, leave does not have to be consecutive days.

#### **Section 11.04. Separation**

(A) Employees voluntarily resigning shall give a minimum of two weeks' notice of their intention to resign. Those employees who give the proper two weeks' notice will receive any annual leave earned up to 160 hours as of the date of resignation.

(B) Employees on lay off status will receive pay for all accrued annual leave.

(C) All earned annual leave of employees who die while in the service of the City shall be paid to the spouse or estate of the employee as previously designated in writing.



## ARTICLE XII

### SICK LEAVE

**Section 12.01. General.** Sick leave is a benefit provided for regular full-time employees, so that they may have paid time off when they are unable to report for duty by reasons of illness or injury.

#### **Section 12.02. Use of Sick Leave**

- (A) Sick leave shall be allowed only in case of:
  - 1. Actual disability of the employee or immediate family member, employee's wife or husband, grandparents, domestic partner, mother, father, sister, brother, daughter or son arising from illness and/or injury.
  - 2. Medical, dental or eye treatment or examination for which arrangements could not be made outside of the employee's assigned hours of duty.
  - 3. Periods of stress occasioned by serious illness and/or injury of an employee's wife or husband, grandparents, domestic partner, mother, father, sister, brother, daughter and/or son, for all reasonable and necessary time up to and including three (3) consecutive working days. The relationships given shall include those arising from marriage, adoption or guardianship established by court action.
- (B) When an employee's sick leave allowance in any year has been used up, the employee may elect to use earned annual leave.
- (C) When sick leave and vacation leave have been used up, the employee may be placed on leave of absence without pay in accordance with the provisions of Section 13.05, Leave Without Pay.

#### **Section 12.03. Sick Leave Allowance**

(A) After three (3) months, new employees will be eligible to receive two (2) days sick leave and have these days available for use. Thereafter, the employee shall accumulate sick leave at the rate of one (1) day per month. At the end of the twelfth month, the employee shall receive four more sick days, for a total of twelve for the first year or 96 hours per year. Sick leave will consist of one (1) single bank as opposed to the three (3) banks previously used. Accruals will be earned on monthly basis. Only those employees who meet the requirements set forth in section 12.07(H) will be paid their accrued sick leave, which shall not exceed 200 hours.

#### **Section 12.04. Unused Sick Leave**

- (A) Unused sick leave shall be accumulated with no maximum limit.
- (B) Unused sick leave will be retained but not accrued when an individual is laid off.

### **Section 12.05. Approval**

(A) A doctor's certificate as to the nature of and probable duration of the need for any use of sick leave may be required at the discretion of the ~~Utilities~~applicable Director. Employees required to provide a doctor's certificate, who do not provide such certificate, will not be paid for sick leave until such certificate is provided.

(B) Sick leave may be approved for up to three (3) consecutive working days by the Division Manager, without requiring a doctor's certificate.

(C) A sick leave of more than three (3) consecutive working days shall require a doctor's certification as to the nature of the disability, and as to whether or not the employee is in condition to return to ~~his~~the regular duties without hazard to the employee or to others.

(D) The City Manager or designee may require that an employee be examined by a physician designated by the City, at the City's expense, at any time.

### **Section 12.06. Notification**

(A) To be placed on sick leave the employee shall be responsible for notifying the Division Manager or ~~his/her~~ designee. Such notification shall be given as soon as possible and before the start of the employee's assigned hours of duty but not less than one (1) hour prior to the individual's reporting time. Each division shall establish a procedure for notification. Information shall be given as to the reasons for the absence, its probable duration and other related data.

(B) Where such notification and information are not received in a timely manner, the ~~Utilities~~applicable Director or ~~his/her~~ designee shall not authorize payment for absence of sick leave. Such absence shall be recorded as unauthorized and without pay and shall be subject to discipline up to and including discharge.

### **Section 12.07. Payment**

(A) Payment shall be made only for the approved use of allowed, earned sick leave and shall be at the employee's regular straight time rate of pay as of the last day worked before the start of such period of leave.

(B) Payment shall be made only for a working day for which the employee otherwise should have received pay; no payment shall be made for any time for which the employee otherwise receives pay.

(C) An official holiday occurring during an approved sick leave period shall be paid for as such; no charge shall be made against any sick leave for such holiday.

(D) Charges against allowed, earned sick leave shall be in units of one half (1/2) hour minimum.

(E) Where earned sick leave has been allowed by management and is used for other than illness or injury, the time off shall be without pay and the employee shall also be subject to disciplinary action up to and including discharge.

(F) Separation from the City's service, prior to retirement, shall cancel all earned sick leave (current, accumulated and unused), except that, if any employee is laid off, all previously earned sick leave (current, accumulated and unused) will be reinstated to the employee's sick leave bank. No sick leave shall accrue during a period of layoff.

(G) At least sixty days before the City Commission votes to accept any offer to purchase/contract-out the Lake Worth Electric Utility, the parties agree to re-open negotiations with respect to successor clause language, changes in retirement vesting and pension benefits, cashing-in of sick leave, and other possible items associated with any lay-off that such purchase/contracting out might contemplate.

(H) Upon pension qualifying (age and years of service) retirement as defined below, including employees enrolled in the Cash Balance (5/5/5) Plan level of benefits, an employee will be paid for all sick leave up to two hundred (200) hours at 50% of ~~his/her~~the employee's rate of pay.

1. For sick leave payout purposes, "Pension qualifying retirement" means the following until the effective date of the pension ordinance implementing the language in Section 15.06:

- (a) A participant who retires prior to October 1, 2015, and has:
  - (i) Twenty (20) continuous years of service; or
  - (ii) ~~His or her~~The employee's years of service, when added to ~~his or her~~the employee's age, equals or exceeds seventy-five (75), provided that the participant has at least ten (10) years of service.
- (b) A participant who retires on or after October 1, 2015, and has
  - (i) ~~Ten (10) or more~~or more years of ~~continuous service~~continuous service with ~~the City~~the City and sixty-five (65) years of age or older; or
  - (ii) Thirty (30) or more years of continuous service with the City and fifty-five (55) years of age or older.

2. For sick leave payout purposes, "Pension qualifying retirement" means the following upon or after the effective date of the pension ordinance implementing the language in Section 15.06:

- (a) A participant hired prior to October 1, 2010:
  - (i) Age 65 with 10 years' service
  - (ii) Age 55 with 30 years' service
  - (iii) Rule of 80
- (b) A participant hired on or after October 1, 2010:
  - (i) Age 65 with 10 years' service
  - (ii) Age 55 with 30 years' service

## ARTICLE XIII

### LEAVES OF ABSENCE

#### Section 13.01. Bereavement Leave.

Bereavement leave for an employee, during the periods of stress caused by the death of an employee's spouse, domestic partner, parent, grandparents, grandchild, sibling, child, foster child, parent-in-law, aunt, uncle, sibling-in-law, grandparents of spouse or domestic partner, legal guardian. The employee shall be allowed time off with pay for all reasonable and necessary time up to and including three (3) non-consecutive working days. The relationships given shall include those arising from marriage or adoption. Up to two (2) additional non-consecutive working days not charged against any other leave ~~may shall~~ be granted ~~at the sole discretion of the department director~~ if the funeral is out of state. All bereavement leave shall be taken within 90 days of the date of death, unless an extension is approved by Human Resources. Bargaining unit employees shall not be required to produce proof of death. However, where there is reasonable suspicion that an employee has misrepresented relevant information to obtain leave, the City reserves the right to conduct an investigation which may include requiring documentation from the employee as to proof of information relevant to the circumstances.

#### Section 13.02. Court Leave

(A) Employees attending court as a witness on behalf of a public jurisdiction or for jury duty during their normal working hours shall receive full pay equal to their normal work schedule for the hours they attend court. This time shall be charged as leave with pay.

(B) All regular full-time employees subpoenaed to attend court on behalf of the City are eligible for leave with pay.

(C) Employees who attend court for only a portion of a regular scheduled day are expected to report to their supervisor when excused or released by the Court. If a shift worker receives notice for jury duty and notifies his Division Manager or ~~his~~ designee on ~~his~~ the employee's next work day following receipt of the notice, such employee may be rescheduled to a work week as follows Saturday and Sunday off, and Monday through Friday on the day shift for the period of jury duty.

#### Section 13.03. Conference Leave.

(A) The ~~Utilities-applicable~~ Director may grant conference leave with pay, together with the necessary travel expenses in order that employees may attend conferences, schools and similar events designed to improve their efficiency, if considered to be in the best interest of the City. All leave and expenses will be recommended by the Division Manager subject to approval of the ~~Utilities-applicable~~ Director.

(B) Employees will not be compensated for time spent traveling outside of regular working hours for attendance at voluntary conferences, seminars, classes, etc. If an employee is MANDATED to travel by the City, and such travel is approved by the ~~Utilities-applicable~~ Director, the employee will be entitled to compensation in the event such travel takes him outside of the employee's regular work hours.

#### Section 13.04. Military Leave

City of Lake Worth ~~Beach~~/IBEW 359-3  
Collective Bargaining Agreement ~~2018-2021~~2021-2024

The City will grant military leave to employees in accordance with the Uniformed Services Employment and Re-employment Rights Act (USERRA) and Florida Statutes Chapter 115 and Statute 250.48.

(A) Leave for Military Training Purposes

1. Employees who are reserve officers or reserve enlisted personnel in the United States Military or Naval Service or members of the Florida National Guard are entitled to leaves of absence from their respective duties when assigned to active or inactive duty for training purposes. Leaves of absence under the provisions of this section shall not exceed ~~seventeen (17) working days~~240 working hours in any one annual period.

2. The leave of absence for Military Training Purposes will be granted with pay, without loss of vacation leave or time, as long as the leave period does not exceed the annual allotment of ~~seventeen (17) working days~~240 working hours. ~~The definition of "working day", as stated in Florida Statute 115.07(3), as it applies to Military Leave for training purposes is: shifts of twelve (12) hours or less shall equal one (1) working day leave of absence; shifts of over twelve (12) hours and up to twenty four (24) hours shall equal two (2) working days leave of absence.~~

3. Administrative leaves of absence for additional or longer periods of time for assignment to duty functions of a military character shall be granted by the City without pay.

4. During the period of leave, the employee shall be entitled to retain their benefits outlined within the terms of the Collective Bargaining Agreement.

5. Time spent as Military Leave of Absence for Training will be considered as creditable service as permitted in the City's Pension Ordinance.

(B) Leave for Active Military Service (Not for Training Purposes)

1. Employees who are officers or enlisted personnel in the National Guard or a reserve component of the Armed Forces of the United States may, subject to the provisions and conditions set forth in Florida Statutes, be granted leave of absence from their respective offices and duties when ordered to active military service.

2. The first thirty (30) days of any such leave of absence are to be with full pay, in accordance with applicable federal law and Florida State Statutes, as amended. After the first thirty (30) days of service, the City will supplement the military pay in an amount necessary to bring the employee's salary up to the level of the civilian pay, inclusive of any incentives earned at the time they were called to active military duty. Should the employee's military salary be equal to or greater than the employee's civilian salary, no supplement shall be given. The supplement shall be given upon receipt of appropriate written verification of military earnings (e.g. wage statement or written verification from the military personnel office).

3. Time spent as Military Leave of Absence for Active Military Service shall be

considered as creditable service as permitted in the City's Pension Ordinance.

(C) Required Documentation and Calculation of Leave Time

If the employee is called to active military duty or to Reserve or National Guard training, or if the employee volunteers for the same, the employee shall notify the supervisor and submit copies of the military orders as soon as practicable. The employee will be granted a military leave of absence for the period of military service, including the time reasonably necessary to travel to and from the site of duty or training.

(D) Reemployment after Completion of Military Duty/Training

Upon separation from active military service, the employee will be eligible to return to the former position held or a similarly comparable position with no loss in seniority, pay or benefits. The City may, in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA), require the employee to submit to a medical examination to determine the employee's fitness to perform the essential job functions of the position to which the employee may be returning. Upon discharge from military service, an employee shall, in accordance with the Timely Application Requirements of the USERRA, notify the City of ~~his/her~~the employee's intention to return to work.

**Section 13.05. Leave Without Pay.** The decision to grant a leave without pay (leave of absence) is a matter of managerial discretion. It shall be incumbent upon each Division Manager to determine each case on its own merits. In each case the City shall make a reasonable effort to return the employee to ~~his-the~~the employee's former position or a similar position of the same classification in another division. Leave without pay for thirty (30) days or longer will result in a corresponding adjustment of anniversary and classification dates. An employee granted a leave of absence must keep the Division Manager informed regularly of ~~his-the~~the employee's current activity (school, medical, military, etc.). In addition, the employee must keep the Division Manager advised of ~~his-the~~the current address at all times. An employee granted a leave of absence shall contact ~~his-the~~the Division Manager at least two weeks prior to the expiration of the approved leave in order to facilitate the reinstatement process. If the employee fails to return to work at the expiration of the approved leave, ~~he-the~~the employee shall be considered absent without permission and ~~his~~the employee's job shall be declared vacant. No medical leave or annual leave will be earned by an employee for the time that the employee is on leave without pay.

**Section 13.06. Union Leave.** The ~~Utilities-applicable~~ Director may grant Union leave without pay to employees in order that they may attend conferences, seminars, and similar events. The employee shall not be considered absent in determining pay for holidays described in Section 10.02(C).

## ARTICLE XIV

### GRIEVANCE PROCEDURE

#### Section 14.01. Grievance

(A) A grievance is defined as a misapplication or misinterpretation of the specific terms of this Agreement. Grieving "reasonable suspicion" for drug and alcohol testing under the City personnel policy shall follow the grievance procedure in this Article.

(B) The term "employee" includes any individual within the bargaining unit covered by this Agreement.

(C) The term "day", when used in this procedure, shall mean calendar days, Monday through Friday, exclusive of holidays.

(D) A "grievant" is a person affected by the misapplication or misinterpretation of this Agreement. A grievance shall be processed as hereinafter provided.

**Section 14.02. Withdrawal of Grievance.** A grievance may be withdrawn by the grievant at any time and at any step of this procedure, provided however, that the same grievance may not be filed a second time for the same event after the grievance has been withdrawn or if the grievance was settled by the Union and the City.

#### Section 14.03. Grievance Procedure

(A) Should any misapplication or misinterpretation of this Agreement arise between an employee covered by this agreement and a representative of the City, the employee and/or department job steward shall discuss such difference informally with the immediate Supervisor within five (5) days of such misapplication or misinterpretation, for the purpose of settling such differences in the simplest and most direct manner in order to avoid grievances. If after this discussion there is not a satisfactory resolution, such matter will be taken up in the following manner:

Step 1 — The matter will become a formal grievance if reduced to writing on the proper grievance form, signed by the party making the grievance and presented to the immediate Supervisor by the department job steward, within ten (10) days of its occurrence.

Step 2— If the matter is not settled in Step 1 within ten (10) days, the Division Steward and the Division Manager, or such representative as either may designate, shall discuss the matter further.

Step 3— Any matter not settled in the above steps shall, within ten (10) days after disposal in Step 2, be referred to the ~~Utilities applicable~~ Director and the Chairman of Local 359-3, or such representative as either may designate. Only decisions from this step forward shall be binding and precedent setting.

Step 4— Any matter not settled in the above steps shall, within fifteen (15) days after disposal in Step 3, be referred to the City Manager and the President of the Union, or such representative as either may

designate.

Step 5— Should any matter that has been referred to representatives of the parties, as provided in Step 4 above, not be satisfactorily adjusted within ten (10) days from date of such referral, either party may within thirty (30) days from disposal in Step 4 demand arbitration of the matter by giving written notice to the other. The arbitration proceedings shall be in accord with the rules of FMCS.

(B) If in any of the above steps the Union fails to proceed within the time limits given, the Union will forfeit its right to proceed with the grievance. However, it may be mutually agreed in writing to extend the time period in any step up to ten (10) days.

(C) Within a reasonable period after bilateral approval of this contract; the employer shall develop a grievance processing form similar to that currently used in the Lake Worth IAFF contract for use in processing grievances pursuant to this agreement.

(D) The arbitrator shall have no power to add to, subtract from, modify or alter the terms of this Agreement. The arbitrator shall have no authority to consider or rule upon any matter which is stated in this Agreement "not to be subject to arbitration" or which is not specifically covered by this Agreement; nor shall this Collective Bargaining Agreement be construed by an arbitrator to supersede applicable laws in existence at the time of this Agreement. The arbitrator may not issue declaratory or advisory opinions and shall confine ~~himself the decision~~ exclusively to the question which is presented to ~~him~~the arbitrator, which question must be actual and existing. The arbitrator shall render the decision in writing within thirty (30) days, or as soon as possible after the close of the arbitration hearing, and shall furnish a copy to the ~~Utilities Director~~City Manager and the Union. Both parties agree that the decision of the arbitrator shall be final and binding on all parties. The cost of the arbitrator will be borne equally between the parties.

#### **Section 14.04. General Provisions**

(A) The time limits provided in this Article shall be strictly observed, unless extended by written agreement by the parties. Failure of the Union or the grievant, whichever is appropriate to proceed with the grievance within the times hereinbefore provided, shall result in the dismissal of the grievance. Failure of the City or its representatives to respond within the times provided, shall entitle the Union or the grievant, whichever is appropriate, to proceed to the next Step in the Grievance Procedure.

(B) All grievances shall be processed, whenever possible, during times which do not interfere with, or cause interruption of an employee's work responsibilities.

(C) The filing of a grievance shall in no way interfere with the right of the City to proceed to carry out its management responsibilities, subject to the final resolution of the grievance. The employee shall abide by the management decision involved in any grievance, prior to and during the time the grievance has been filed, and shall not discontinue ~~his~~the employee's duties prior to or during the time a grievance is being processed unless the safety of an individual is imperiled as determined by the Division Manager.

(D) The date of disposition shall be the date on which the immediate supervisor or other management official delivers the disposition to the Union or the grievant, whichever is appropriate.



(E) When any favorable or unfavorable incident occurs to an employee, a record of which is made by the City, ~~he~~ the employee will be furnished a copy of same within two (2) weeks of its occurrence in order that ~~he~~ the employee may have an opportunity to respond in writing within two (2) weeks of the employee receiving said copy. If this provision is not complied with, no such incident will be considered in applying disciplinary action nor will it be used against an employee in grievance or arbitration procedure.

(F) If an employee received a letter of discipline and such letter is placed in the employee's personnel file, the City agrees to identify such records "Stale - Not to be considered when considering promotions or in any grievance proceeding," after a period of no more than three (3) years, unless said employee has another letter of discipline prior to that time. For incidents involving insubordination, the time period will be no more than five (5) years.

## ARTICLE XV

### MISCELLANEOUS RULES AND BENEFITS

**Section 15.01. Steward.** The Union would be permitted to appoint Stewards for each Division of the Utilities Department.

**Section 15.02. Meals.** Meals will be provided to employees in emergency situations as determined by the City as well as in those circumstances where an employee has at least two (2) hours of unscheduled overtime. Unscheduled overtime shall be interpreted to mean where an employee is informed during ~~his~~ the employee's regular shift that ~~he-the employee~~ will have to remain for at least two (2) hours into another shift. Where this occurs, the employee will receive a free meal or will be given the opportunity to leave the job site and eat a meal, the cost of which will be reimbursed by the City. Meals will be provided only after an employee works over five (5) hours of emergency call out overtime and will receive an additional meal for every five (5) hours of continuous overtime work. Meals provided consistent with this Section shall be paid at a rate of \$15.00 per ~~meal~~breakfast meal (during hours of 2:00a – 10:00a), \$15.00 per lunch meal (10:01a – 2:00 p.m.), and \$25 per dinner meal (2:01p-2:00a.m).

### Section 15.03. Health and Welfare

(A) The City provides Group insurance protection for its employees. General benefits of the health insurance plan will be found in the insurance booklet.

(B) Solely to allow the City to calculate the appropriate insurance premiums and to provide COBRA notices, all employees shall promptly notify ~~the Division Manager~~Human Resources of any changes in their marital or familial status.

(C) Group insurance coverage may be selected by the City at its discretion. However, no later than July 1 of each contract year, both parties agree to meet and confer about the cost of insurance premiums for employees based on current market at that time. The Union will appoint no less than two (2) members from the bargaining unit to participate in these discussions. The discussions will include selection of benefit provider, plan performance and current market rates.

(D) City Contribution to Insurance.

1. The City will pay 100% of the employee's modified individual group health insurance P O S premium
2. For employees selecting the PPO plan, the City shall pay no less than 83% of the monthly premiums for individuals and the employee shall be responsible for paying the remaining portion of the monthly premium.
3. For employees selecting dependent coverage from any plan offered, the City shall contribute no less than 50% of the premium per month toward family coverage (if applicable). The employee shall be responsible for the remaining portion of the monthly premium.

(E) The City will provide, at no cost to the employee, a group term life insurance policy providing a death benefit of \$25,000. Employees may purchase additional insurance coverage from the name carrier at the group rate in any amount that the carrier will permit. Employees electing this additional coverage must authorize payroll deduction for the applicable premiums.

(F) Light Duty.

1. Work Related Injuries and Illnesses

If an employee suffers a work related injury or illness and becomes physically able to perform some useful alternate or transitional duty work, the City will consider alternate or transitional duty work for the employee, if there is such work available and if such work is consistent with the employee's medical limitations. The City is not required to create or provide alternate or transitional duty work. The availability and duration of alternate or transitional duty work is up to the sole and exclusive discretion of the City.

2. Non-Job Related Injuries or Illnesses

If an employee suffers a non-job related injury or illness and becomes physically able to perform some useful alternate or transitional duty work, the City will consider alternate or transitional duty work for the employee, if there is such work available in the employee's department and if such work is consistent with the employee's medical limitations. The City is not required to create or provide alternate or transitional duty work. The availability and duration of alternate or transitional duty work is up to the sole and exclusive discretion of the City.

(G) COVID Voluntary Vaccination Performance Incentive

COVID-19 vaccines have been approved by the US Food and Drug Administration (FDA) and are readily available to all adults. As such, a one-time Voluntary Vaccination Performance Incentive is hereby implemented to encourage employees to get vaccinated against COVID-19. This Incentive is based on guidance from the Centers for Disease Control and Prevention (CDC), the Equal Employment Opportunity Commission and is designed to comply with all applicable federal, state, and local laws.

The CDC has found that COVID-19 vaccines are highly effective at preventing individuals from getting sick with COVID-19 and experiencing the most severe consequence of the disease. While the Incentive is designed to encourage employees to get vaccinated if it is safe for them to do so, this is strictly voluntary and the decision whether to get vaccinated or not is entirely the employee's and each employee should work with their health care provider to determine if the vaccination is appropriate for their medical circumstances.

This Voluntary Vaccination Performance Incentive is a key part of an overall strategy and commitment to maintaining a safe and healthy workplace in light of the COVID-19 pandemic. This Incentive is designed for use together with, and not as a substitute for, other COVID-19 prevention measures, including wearing face coverings, social distancing, sanitizing work areas and proper handwashing hygiene.

All employees are eligible for this one-time Incentive. The Incentive is one vacation day added to the employee's vacation leave bank (the hours shall be based on the employee's normal scheduled work hours—e.g. 8, 10 or 12 hour shift).

To obtain the Incentive, current employees (those employed as of the date of ratification by the City Commission) must show proof of being fully vaccinated with a COVID-19 vaccination to Human Resources during the forty five (45) calendar days immediately following ratification of this Agreement by the City Commission. While the proof must be provided during the forty five (45)-day performance evaluation period immediately following ratification by the City Commission, the employee's vaccination dose(s) may have occurred at any time so long as the employee is "fully vaccinated" at the time the proof is submitted.

Employees hired after the date of ratification by the City Commission, and within one year of the date of ratification by the City Commission, may obtain the Incentive by showing proof of being fully vaccinated with a COVID-19 vaccination to Human Resources during the forty five (45) calendar days immediately following the date of hire. While the proof must be provided during the forty five (45)-day performance evaluation period immediately following the date of hire, the employee's vaccination dose(s) may have occurred at any time so long as the employee is "fully vaccinated" at the time the proof is submitted.

Employees who voluntarily submit such proof during the performance period shall be deemed to have satisfactorily met the City's expectations with meeting their responsibilities in the City's COVID-19 prevention efforts. "Fully Vaccinated" means after receiving the second dose of the Pfizer or Moderna vaccine, or the single dose of the Jansen (Johnson and Johnson) vaccine.

Any employee who does not provide proof of being fully vaccinated during the performance evaluation period shall be deemed to have not met the requirements of the Voluntary Vaccination Performance Incentive program and will forfeit the opportunity for the performance Incentive. Notwithstanding the performance-based nature of this Incentive, this program will not be included in or considered as part of the City's annual evaluation program.

Employees who believe they need an accommodation regarding this Incentive because of a disability or religion are responsible for requesting a reasonable accommodation from Human Resources within the forty five (45)-day performance period.

**Section 15.04. Deductions.** Federal Withholding, Social Security and Pensions are deducted from paychecks in accordance with law. Any other deductions, including Group Insurance, U.S. Savings Bonds, etc., are made only by written request of the employee.

#### **Section 15.05. Payroll Deduction for Union Dues**

(A) The City agrees to deduct, upon receipt of a voluntary written authorization, the monthly dues and one time only, the initiation fee from the pay of each International Brotherhood of Electrical Workers member. The amount to be deducted shall be certified to the Employer by the Local Union upon request by the City. Employees covered by this Agreement may authorize payroll deductions for the purposes of paying dues. No authorization shall be allowed for payment of special assessments, fines, penalties or delinquent dues.

(B) The Union will notify the City as to the amount of dues. Such notification will be certified to the Director of Finance in writing over the signature of an authorized officer of the Union at least thirty (30) calendar days in advance of the effective date. Changes in membership will be similarly certified to the City and shall be done at least thirty (30) calendar days in advance of the effective date of such change.

(C) The Union will indemnify, defend, and hold the City harmless against any and all claims, demands, suits or other forms of liability that shall out of, or by reason of action taken or not taken by the City on account of payroll deductions of Union dues. The Union agrees that in case of overpayment, proper adjustment, if any, will be made by the Union to the affected employee.

(D) The cost of dues deduction, as provided for in this Section shall be five cents (5¢) per month and one dollar (\$1.00) per change which causes a program change. In addition, there shall be a one-time set up charge of five hundred dollars (\$500.00). The cost of the dues deductions and changes shall be deducted from the monies transmitted to the Union. These costs shall be effective as of the initial date of dues deductions.

(E) The payroll deduction shall be revocable by the employee by providing thirty (30) days written notice to the City's Director of Finance.

(F) The City agrees to deduct, upon receipt of a voluntary written authorization, the monthly Local 359 Electro PAC dues.

### **Section 15.06. Retirement Plans.**

(A) Retirement benefits for all bargaining unit members shall be governed by the applicable provisions of Chapter 16, Pensions and Retirement, of the City of Lake Worth Beach Code of Ordinances as amended by the draft Ordinance 2021-\_\_\_\_, attached hereto as Attachment C.

~~(A) The employees will remain members of the current pension plan as described in Ordinance No. 2010-19.~~

Effective on the dates set forth in the Pension Ordinance, IBEW members shall have the benefit levels as were provided to PEU and PMSA as set forth in the amendment approved in Ordinance 2018-11, which includes different classes of benefits within the plan:

- Class 1: Members hired prior to October 1, 2010:
  - Members hired prior to 10/01/10 still have the frozen defined benefit piece as of 10/01/10, eligible to commence based on the original plan provisions (Rule 75, 20 & out)
  - For new benefits accrued after 10/01/10, the multiplier and eligibility now change:
    - Multiplier: Increase from 2% per year service to 2.25% per year service
    - Eligibility:
      - Age 65 with 10 years' service
      - Age 55 with 30 years' service
      - Rule of 80
    - Contribution rate remains at 7.8%
    - Vesting: 10 years
- Class 2: Members hired on or after October 1, 2010 and before April 1, 2022 who do not elect the one-time irrevocable election to opt into the 5/5/5 Cash Balance Plan:
  - No changes:
    - Multiplier: Remains at 2%
    - Eligibility:
      - Age 65 with 10 years' service
      - Age 55 with 30 years' service

- Contribution rate remains at 7.8%
  - Vesting: 10 years – 50% to 20 years – 100%
- Class 3: Members hired on or after October 1, 2010 and before **April 1, 2022** who elect the one-time irrevocable election to opt into the 5/5/5 Cash Balance Plan:
  - Accrued defined benefit:
    - Accrued benefit freezes immediately
    - Member becomes immediately vested
    - Frozen accrued benefit starts on original commencement date:
      - Age 65 with 10 years' service
      - Age 55 with 30 years' service
    - Member starts contributing 5% to new Cash Balance plan as of **April 1, 2022.**
    - Cash Balance plan account is immediately 100% vested.
- Class 4: Members hired on or after **April 1, 2022** who are automatically participating in the 5/5/5 Cash Balance Plan
  - Benefit vests immediately
  - Member contributes 5%
  - City matches 5% contribution
  - Accounts credited with fixed 5% annual interest rate, compounded quarterly (1,2273% Quarterly equivalent)
  - Members must terminate, die, become disabled, or retire to access Cash Balance funds
  - Members can take lump sum distribution or annuitize balance under plan assumptions in effect at retirement

Should any conflict between the Ordinance and the provisions of this Agreement arise, the Ordinance shall control.

(B) Employees who meet qualifications for retirement (age and years of service) will be eligible to enter DROP

(C) Deferred Retirement Option Plain (DROP). The Drop shall be as follows:

A participant's deferred retirement account shall only be credited or debited with earnings for sixty (60) months or until the participant sooner dies, retires, or terminates employment. If a participant is employed in covered employment by the City after participating in the DROP for sixty (60) months and does not retire or terminate employment, beginning with the participant's 61st month of DROP participation, the participant's deferred retirement option account will no longer be credited or debited with earnings while the participant is so employed. Only monthly payments will continue to be made to the participant's account until the participant retires, terminates employment or dies. A participant employed by the City in covered employment after five years of DROP participation will remain ineligible for preretirement death or disability benefits. Effective October 1, 2010 upon entry into DROP a participant shall submit a letter of resignation stating the anticipated employment termination date, not to exceed sixty (60) months from the participant's DROP entry date.

## **Section 15.07. Safety Program**

Safety of the employees is of paramount importance and shall be given first consideration at all times. Both the City and Union are jointly committed to creating a safe work environment for all employees and developing a proactive safety program that ultimately eliminates injuries in the workplace. Therefore, it is agreed between the parties, a Leadership Joint Safety Committee (LJSC) shall be formed immediately after ratification of this agreement which shall be comprised of the Utilities Director or ~~his/her~~ designee and Safety Manager for the City, the Business Manager or ~~his/her~~ designee and an additional committee person selected by the by the Business Manager for the Union. The purpose of this committee, but not limited to by mutual agreement, shall be to develop, implement and monitor an overall proactive safety program, effective safety strategies, safety rules, standards and procedures, approve safety equipment, an employee injury and unsafe act/condition reporting and feedback process, investigate all on the job injuries and develop countermeasures to prevent re-occurrence, review all unsafe acts/conditions investigated by the Joint Safety Advisory Committee (JSAC) with additional recommendations if necessary and shall meet as often as necessary to accomplish these initiatives. It is further agreed a Joint Safety Advisory Committee (JSAC) shall be formed immediately after ratification of this agreement which shall be comprised of the City Risk Manager, one (1) management representative from the Electric Utility and one (1) management representative from the Water Utility for the City and three (3) representatives selected by the Business Manager for the Union. The purpose of this Committee shall be to implement and adhere to the overall safety program, standards, procedures and recommendations developed by the Leadership Joint Safety Committee (LJSC) at the work locations. The Committee shall conduct monthly employee safety meetings and shall meet prior to these meetings to prepare an agenda, topics, reports and presentations for productive, proactive and informative safety meetings. The committee shall report directly to the Leadership Joint Safety Committee on all matters and shall be responsible for investigating all unsafe acts/conditions when reported and take immediate action to correct the situation or make it safe then report their findings and recommendation(s) to the LJSC for review. Any issues that cannot be resolved by the Committee shall be referred to The Leadership Joint Safety for resolution.

#### **Section 15.08. Job Descriptions**

(A) Management will ~~complete-begin~~ the task of drafting job descriptions for those positions which do not have them and update job descriptions when and where changes are required. The City will forward these new job description drafts and updated job descriptions to the Union in a timely manner for review, whereby the parties will meet, confer about said positions. The parties recognize that upgrades to the City's transmission system and its NERC classification relating to cyber-security and potentially as a transmission operator require certain positions to obtain certifications, undergo ongoing background screening and will include the additional requirements in the relevant position descriptions. In a case where a job is newly created or changed and the parties agree that it is appropriate for the bargaining unit or think that it is not, they shall submit a joint unit clarification petition to PERC to ensure the PERC certification reflects the correct positions in the bargaining unit. In the case of a disputed position, the parties retain their respective rights under the law to assert their position with respect to the positions with the Commission if they so choose.

#### **Section 15.09. Working Conditions.**

(A) No Journeyman will be required to work on live voltages of over 480 volts phase to phase without another Journeyman present.

(B) Journeymen shall have a choice to hot stick or rubber glove any voltages 13.2 or above phase to phase (live). Journeymen are required to glove voltages below 13.2.

(C) No employee will be required to work outside in inclement weather except in cases of emergency. Emergency is defined as customer outages, lines down, where there is danger to personal property, or clogged or broken utility owned pipes. Inclement weather is defined as high winds, heavy rains and lightning, except for linemen who shall not be required to work in the rain except in cases of emergencies as defined above.

**Section 15.10. CDL License Renewal.** Employees required by the City to maintain a license shall have ~~one-half of~~ the renewal cost of the license paid for by the City.

**Section 15.11. Nepotism Exception.** Employees of the City shall be allowed to work in the same department as a relative of the employee provided that the relatives are not in a reporting relationship and so long as neither employee advocates for the appointment, employment, promotion or advancement of the other to a position within the City and meets all other obligations imposed by Florida Statute Section 112.3135, as amended from time to time. Management retains the sole discretion to assign crews on callback situations to allow for temporary and periodic assignment of relatives to the same crew.

**Section 15.12. Fire Retardant Clothing.** During the term of this Agreement, the parties agree that the City will move toward a procedure to provide each employee required by their position to wear fire retardant clothing the opportunity to order through a City-authorized vendor up to an appropriate dollar amount of required Fire Retardant Clothing.

The Leadership Joint Safety Committee shall determine the nature and type of the required fire retardant clothing and the annual cost estimate associated with the clothing. The Leadership Joint Safety Committee shall address and review these fire retardant clothing issues as directed by the City and IBEW negotiating teams and shall report back to the City and IBEW negotiating committees regarding their findings within the parameters jointly set by the City and IBEW negotiating teams. Such findings shall be reviewed by the City and IBEW negotiating committees and the parties shall memorialize any agreement through a Memorandum of Understanding reflecting the nature and type of the required fire retardant clothing and the appropriate annual amounts to be authorized.

Once fire retardant clothing is ordered, the maintenance, cleaning and care of such clothing and gear shall be the sole responsibility of the employee. Employees who do not utilize all of the available funds for the purchase of such clothing by the end of each fiscal year shall forfeit the use of any remaining funds.



## ARTICLE XVI

### COMPLETE AGREEMENT, CONFLICT WITH LAWS AND GOVERNMENT REGULATIONS

#### **Section 16.01. ~~Conflict with Laws and Government Regulations~~ Complete Agreement.**

(A) —The Union and the City acknowledge that they had an opportunity, during the negotiations which led to this Agreement, to bargain over any and all subjects not removed by law from the scope of bargaining. This Agreement constitutes the complete and entire understanding of both parties concerning all matters which were subject to negotiations, and also concerning those matters which were not discussed in negotiations, it being understood that the Union and the City have achieved only those benefits which are expressly set forth in this Agreement. During the term of this Agreement, the Union and the City waive any right to further bargain concerning any matter over which they might have the right to bargain, except with regard to any changes which the Union and the City should desire to make which have the effect of altering wages, benefits, or terms and conditions of employment embodied in this Agreement. In the event any such changes are made by the Union and the City, it is agreed that they may be made at the time desired by the Union and the City, however, the Union and the City shall have the right, upon request, to bargain over the effects which such changes have brought upon this Agreement, if any, and to secure a written amendment to this Agreement, ratified by both parties, if such bargaining produces an agreement.

**Section 16.02. ~~Conflict with Laws and Governmental Regulations.~~ (B) —**Any part of this Agreement that may be construed by proper authority or by mutual agreement to be in conflict with mandatory State or Federal laws or Executive orders, then such part shall be suspended and the appropriate mandatory provision of the State or Federal laws or Executive order shall prevail.

**Section 16.03. ~~Agreement Supersedes.~~** This Agreement shall supersede any resolutions, regulations or practices of the City, promulgated and adopted by the City. This Agreement shall supersede any Memoranda of Understanding between the City and the Union that are not specifically incorporated into this Agreement.

**Section 16.04. ~~Exclusive Benefits.~~** There shall be no benefits, implied or otherwise, accruing to the benefit of the bargaining unit or the member thereof except those benefits as herein expressly provided in this Agreement.

**ARTICLE XVII**

**WAGES**

**Section 17.01.**

**(A) Wage Increases During the Term of Contract.** All bargaining unit classifications within IBEW shall receive an increase in base pay effective as follows:

<p><u>Effective</u> October 1, <del>2018</del><u>2021</u></p>	<p><u>The following classifications shall have the Maximum of the salary range specially adjusted to:</u></p> <p><u>Lineman (4558) = \$43.37</u>  <u>Troubleman (4556) = \$45.59</u>  <u>Line Foreman (4552) = \$45.59</u>  <u>Substation Foreman (4570)* = \$45.59</u>  <u>Substation Electrician (4576)** = \$44.39</u></p> <p><u>Pre-Apprenticeship (1st 6 months) (4560a) = \$26.02</u>  <u>Pre-Apprenticeship (2nd 6 months) (4560b) = \$28.19</u>  <u>Apprentice Lineman (1st Step—6 months) (4560c) = \$30.36</u>  <u>Apprentice Lineman (2nd Step—6 months) (4560d) = \$32.53</u>  <u>Apprentice Lineman (3rd Step—6 months) (4560e) = \$34.70</u>  <u>Apprentice Lineman (4th Step—6 months) (4560f) = \$36.86</u>  <u>Apprentice Lineman (5th Step—6 months) (4560g) = \$39.03</u>  <u>Apprentice Lineman (6th Step—6 months) (4560h) = \$41.20</u></p>
<p><u>October 1, 2018</u><u>Effective</u> <u>October 1, 2021</u></p>	<p><u>23% increase in base pay for all employees, including the special adjustments listed above retroactive to October 1, 2018, payable within-</u></p>
<p><u>First full pay period after ratification by both parties</u></p>	<p><u>Classifications of Lineman (4558), Troubleman (4556), and Line Foreman (4552), Pre Apprenticeship (1st 6 months) (4560a), Pre Apprenticeship (2nd 6 months) (4560b), Apprentice Lineman (1st Step—6 months) (4560c), Apprentice Lineman (2nd Step—6 months) (4560d), Apprentice Lineman (3rd Step—6 months) (4560e), Apprentice Lineman (4th Step—6 months) (4560f), Apprentice Lineman (5th Step—6 months) (4560g), Apprentice Lineman (6th Step—6 months) (4560h) shall receive a 5% increase in base pay.</u></p>
<p><u>October 1, 2019</u><u>2022</u></p>	<p><u>2.53% increase in base pay</u></p>
<p><u>October 1, 2020</u><u>2023</u></p>	<p><u>3% increase in base pay</u></p>

**(B)** In the 2021/2022 fiscal year, each bargaining unit member shall receive a one-time signing incentive equal to the gross amount of \$2,000.00, less applicable withholdings/deductions, provided that the employee: (1) is employed on the effective date of this Agreement upon ratification by both parties; and (2) on the date of payment. The signing incentive shall be paid within thirty (30) days of ratification by both parties.

**Section 17.02. Pay Plan.** The wage ranges for all bargaining unit classifications are set forth in

Attachment "A" to this Agreement.

**Section 17.03. Promotions.** Any employee promoted to a position within the bargaining unit shall receive an increase in pay equal to the greater of 5% of the employees current rate of pay or the bottom pay rate of the position to which the employee is entering not to exceed the mid-point of the new position during the initial probationary period.

**Section 17.04. Performance Evaluations and Merit Plan.**

(A) Performance Evaluations. It is the City's intent to create and implement an electronic City- wide performance evaluation tool. ~~The City agrees to bargain this matter to the extent required by Law~~During the Term of this Agreement, the Performance Evaluation will not impact wages or be used to determine wage rates or increases.

(B) Merit Plan. ~~The parties incorporate by reference the relevant portions of Section I.C. (found at pages 2 through 6) of the report entitled, "Proposal for Merit Compensation: A Report of the Joint Advisory Committee of the City of Lake Worth and the International Brotherhood of Electrical Workers, Local 359 3," submitted to the City Manager on 22 March 1995. Many of the IBEW positions will be paid at the top of the position's scale. For non-journeyman positions, employees begin at the bottom of the pay scale for the position, and upon demonstration of satisfactory progression towards journeyman-level proficiency and skill, receive a merit step raise.~~

The merit step plan calls for semiannual performance appraisals. The employee's supervisor will then evaluate the employee to determine whether the employee has successfully completed the probationary period. If not, the supervisor has the option to reject the employee's probation (the employee loses the job) or to extend the probation another three months, after which another evaluation is done. If the employee successfully completes the probationary period, the employee will receive a raise.

The amount of such raise will vary, depending upon the employee's classification. If the position is one that tops out (e.g. lineman), the employee will receive a raise to the top of the pay scale. If the position is one that does not top out, then the employee will receive a raise equal to 25% of the difference between the bottom and the top of the range (for those positions with two-year target progressions, e.g. Utility Service Worker) or 12.5% of the difference between the top and bottom of the range (for those positions with a four-year target progression, e.g. Apprentice Lineman, Meterman).

The goal is for employees to receive merit raises only as they become more skilled in their trade, and therefore more useful to the City, as employer. Usually this training process will take approximately two years from date of hire, although there are a few exceptions.

Top-out. Employees filling the following journeyman positions shall be paid at the bottom of their pay scales during their probationary period, and then shall "top out" upon satisfactory completion of their probation:

<u>Shift Supervisor (Shift Leader)</u>	<u>Tree Trimmer Foreman</u>	<u>Meter Service Worker Foreman</u>
<u>Combined Control Room Operator</u>	<u>Tree Trimmer/Spray Technician</u>	<u>Meter Service Worker</u>

<u>Chief Electrician</u>	<u>Tree Trimmer</u>	<u>Meter Reader</u>
<u>Chief Mechanic</u>	<u>Groundman</u>	<u>Water Meter Foreman</u>
<u>Instrumentation and Controls Specialist</u>	<u>Substation Foreman</u>	<u>Water Distribution Foreman</u>
<u>Results Specialist</u>	<u>Meter Foreman</u>	<u>Sewer Collection Foreman</u>
<u>Mechanic/Welder</u>	<u>Meter &amp; Relay Specialist</u>	<u>Treatment Operator A</u>
<u>Power Plant Electrician</u>	<u>Substation Electrician/Lineman</u>	<u>Treatment Operator B</u>
<u>Mechanic</u>	<u>Electric Meterman A</u>	<u>Treatment Operator C</u>
<u>Instrument Technician</u>	<u>Lift Station Foreman</u>	<u>Water/Sewer Electrician</u>
		<u>Water Production Maintenance Mechanic</u>

Water Treatment Operators B and C, as well as Treatment Operator Trainee, do not receive the minimum raise on promotion to the next higher grade since, after six months (and pending satisfactory completion of the probationary period) those employees would top-out, receiving a substantial pay increase.

Line Foreman, Troubleman, and Lineman positions shall be hired at the top of the pay scale applicable at the time of hiring and are not subject to waiting six months to attain the top of the pay scale.

Evaluations. The employee will receive semi-annual evaluations with an eye towards eventually topping out in the pay scale; each semi-annual evaluation will be progressively more comprehensive, with stricter performance requirements. For example, an Auxiliary Equipment Operator seeking a raise from Merit Step 2 to Step 3 will be required to know how to operate more pieces of apparatus and with greater skill than an Auxiliary Equipment Operator seeking a raise to Step 2.

The evaluation for successful completion of the probationary period shall be on the same form as regular merit step evaluations. Since the employee would be expected (if advanced beyond probation) to perform at journeyman levels, the probationary employee will be judged using the same strict standards as required of any employee seeking the final merit step raise. That is, to complete the probationary period for a top-out position, the employee must demonstrate skill and proficiency at least equal to that of the rest of the employees who are topped-out in that classification. Future evaluation, once the employee has topped-out, by either route, shall be undertaken on an annual basis, for the purpose of review of performance, as a management tool.

The Employee Performance and Skill Level Review form is used in evaluating all bargaining unit members' performance. The employee is graded in two overall categories: General and Skill Level, each of which has approximately ten areas in which the employee is graded by his/her supervisor. The first category rates, as its title suggests, general work habits. The second category focuses on more job-specific aspects of the work. To provide criteria for rating the skill levels, the employee's job description will be attached to the evaluation.

The employee is rated on the following scale: below expectations, meets expectations, or above expectations. Below, Meets, and Above each has a numerical value: 1, 2, and 3, respectively. In order for an employee to receive a merit raise (or to complete probation successfully), the employee

must average at least a two and must have no more than two Below ratings in either General or Skill Level.

This means two Belows in the General category or two in the Skill Level category. If an employee has two in one category and one in the other, this would not preclude the employee from receiving a raise, as long as the overall average is at least two. However, an employee, who receives ratings of Above in six Skill Level factors, but Below ratings on the other five factors, would not receive a merit raise, even though the average is 2.1.

This is designed so that employees who are weak in certain areas but who shine in others will not be held back as long as they maintain certain minimum standards. However, only those employees who truly merit a raise will receive one; even though an employee may sufficiently meet expectations so as to remain an employee, such employee may not warrant a merit raise due to sub-par performance in too many areas.

The evaluation also provides space for the rater to list specifics supporting an Above or Below rating; raters must include goals for the employee to achieve in order to improve a Below rating. Additionally, there is an area for the employee to place their comments, as well as an area for the employee to acknowledge review of the evaluation with the rating supervisor and indicate agreement or disagreement with the evaluation. The employee's chain of command reviews the evaluation, indicating their agreement or disagreement. Once the chain of command has signed off on the evaluation, the original is submitted to Human Resources and the employee receives a copy.

If a reviewing official disagrees with the evaluation, the original evaluation form is provided to Human Resources and a copy is returned to the rater to prepare a revised evaluation, which the rater then reviews with the employee and the process begins again. The reviewing official and the rater are encouraged to discuss the issues before preparing the revised evaluation. Once the revised evaluation is completed and bears the appropriate signatures indicating agreement, the original is submitted to Human Resources and attached to the original evaluation, which is crossed out, to indicate that the original is not to be used for future raises, promotions or evaluations. The employee receives a copy and has the opportunity to discuss the revised evaluation with the Director of Human Resources.

If the employee disagrees with the evaluation, believing that the terms of the collective bargaining agreement have been violated, the employee or the union may grieve the matter. Such grievances will start at Step 4.

The evaluation form is not a disciplinary tool. The employee should not first learn about performance concerns (e.g. safety or attendance) upon receiving the semiannual evaluation. The evaluation is a tool for management and the employee to ascertain the employee's strengths and weaknesses, for the dual purpose of guiding the employee on how to perform the job better and determining whether the employee is prepared for a subsequent promotion. The evaluation does not supplant management rights with respect to discipline for just cause.

**Section 17.05. No Continuing Effect.** Nothing in this Agreement shall be construed to require any increases in wages after the expiration date specified above in section 1.03 except as identified in Section 17.04 above.

**Section 17.06. Longevity Bonus.** No employee shall receive a longevity bonus until a successor agreement is ratified by the parties, unless the employee was eligible to receive longevity prior to September

30, 2011. For an employee who was eligible for longevity prior to September 30, 2011, 70% of the employee's longevity bonus rate will be calculated and used as a fixed 'add pay' amount per hour as of October 1, 2011.

**Section 17.07. State of Emergency.** Once the ~~Utility director~~Electric Utility Director or designee declares a State of Emergency for the ~~City of Lake Worth~~Electric Utility, or the Water Utility Director or designee declares a State of Emergency for the Water Utility, employees who are deemed essential to restore utility services to the City shall receive regular pay plus one and one half (1 ½) times regular rate of pay for hours worked until emergency state is undeclared.

**SIGNATURE PAGE**

This Agreement was entered into effective ~~retroactively to October 1, 2018~~ \_\_\_\_\_, 2021.

This Agreement is signed this \_\_\_\_ day of \_\_\_\_\_, ~~2019~~2021.

CITY OF LAKE WORTH BEACH, FLORIDA  
Reviewed and Approved for Execution

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCAL 359-3

BY: \_\_\_\_\_

BY: \_\_\_\_\_

~~Michael Bornstein~~ Juan Ruiz, Interim City Manager  
Soriano, Business Manager

~~Doug Sawyer~~ Ivan

Local 359-3

BY: \_\_\_\_\_

BY: \_\_\_\_\_

~~Pam Triolo~~ Betty C. Resch, Mayor  
Chair Local 359-3

Samuel L. Jackson,

APPROVED AS TO FORM AND LEGAL  
SUFFICIENCY:

BY: \_\_\_\_\_

Glen J. Torcivia, City Attorney

ATTEST:

BY: \_\_\_\_\_

~~Deborah M. Andrea~~ Melissa Ann Coyne, CMC,  
City Clerk

**ATTACHMENT "A"**  
EFFECTIVE 10/1/~~2018~~2021

<u>BARGAINING UNIT JOBS (by Division)</u>		<u>PAY SCALE</u>	
Electric Power Production Division			
Operations			
Job Code	Title	Min	Max
4500	Shift leader	<del>\$39.37</del> - <del>\$36.20</del>	<del>\$43.17</del> - <del>\$39.70</del>
4502	Shift leader Relief	<del>\$37.69</del> - <del>\$34.66</del>	<del>\$40.09</del> - <del>\$36.87</del>
4501	Chief Shift Leader	<del>\$43.17</del> - <del>\$39.70</del>	<del>\$45.33</del> - <del>\$41.68</del>
4506	Combined Control Room Operator	<del>\$35.45</del> - <del>\$32.60</del>	<del>\$37.20</del> - <del>\$34.21</del>
4510	Combined Control Room Operator Relief	<del>\$32.34</del> - <del>\$29.74</del>	<del>\$33.95</del> - <del>\$31.22</del>
4514	Auxiliary Equipment Operator	<del>\$23.80</del> - <del>\$21.89</del>	<del>\$30.16</del> - <del>\$27.73</del>
4516	Plant Helper	<del>\$19.95</del> - <del>\$18.35</del>	<del>\$23.53</del> - <del>\$21.63</del>
Maintenance			
Job Code	Title	Min	Max
4520	Chief Electrician	<del>\$39.37</del> - <del>\$36.20</del>	<del>\$43.17</del> - <del>\$39.70</del>
4521	Chief Mechanic	<del>\$39.37</del> - <del>\$36.20</del>	<del>\$43.17</del> - <del>\$39.70</del>
4523	Performance and Environmental Specialist	<del>\$39.37</del> - <del>\$36.20</del>	<del>\$43.17</del> - <del>\$39.70</del>
4522	Instrumentation and Controls Specialist	<del>\$38.00</del> - <del>\$34.94</del>	<del>\$40.91</del> - <del>\$37.62</del>
4526	Results Specialist	<del>\$38.00</del> - <del>\$34.94</del>	<del>\$40.91</del> - <del>\$37.62</del>
4528	Machinist	<del>\$36.32</del> - <del>\$33.40</del>	<del>\$38.09</del> - <del>\$35.03</del>
4530	Mechanic I Welder	<del>\$35.89</del> - <del>\$33.00</del>	<del>\$38.09</del> - <del>\$35.03</del>
4532	Power Plant Electrician	<del>\$35.45</del> - <del>\$32.60</del>	<del>\$37.19</del> - <del>\$34.20</del>
4534	Mechanic	<del>\$35.45</del> - <del>\$32.60</del>	<del>\$37.19</del> - <del>\$34.20</del>
4536	Instrument Technician	<del>\$35.45</del> - <del>\$32.60</del>	<del>\$37.19</del> - <del>\$34.20</del>
4509	Results Technician	<del>\$27.52</del> - <del>\$25.31</del>	<del>\$30.16</del> - <del>\$27.73</del>
4540	Parts & Property Clerk	<del>\$26.16</del> - <del>\$24.06</del>	<del>\$30.77</del> - <del>\$28.29</del>
4542	Apprentice Electrician	<del>\$27.52</del> - <del>\$25.31</del>	<del>\$30.16</del> - <del>\$27.73</del>
4544	Apprentice Instrument Technician	<del>\$29.23</del> - <del>\$26.88</del>	<del>\$30.16</del> - <del>\$27.73</del>
4546	Apprentice Mechanic	<del>\$29.23</del> - <del>\$26.88</del>	<del>\$30.16</del> - <del>\$27.73</del>
4515	Maintenance Foreman	<del>\$43.17</del> - <del>\$39.70</del>	<del>\$45.33</del> - <del>\$41.68</del>
Electrical Transmission and Distribution Division			
Job Code	Title	Min	Max
4552	Line Foreman	<del>\$41.33</del> - <del>\$36.20</del>	<del>\$46.96</del> - <del>\$39.70</del>
4556	Troubleman	<del>\$41.33</del> - <del>\$36.20</del>	<del>\$46.96</del> - <del>\$39.70</del>
4558	Lineman	<del>\$37.86</del> - <del>\$33.16</del>	<del>\$44.67</del> - <del>\$36.46</del>
4559	Utilities Coordinator	<del>\$31.48</del> - <del>\$28.94</del>	<del>\$37.87</del> - <del>\$34.83</del>
4560	Apprentice Lineman (Generally)	<del>\$26.80</del> - <del>\$19.90</del>	<del>\$42.44</del> - <del>\$31.50</del>
4560a	Pre-Apprenticeship (1st 6 months)	<del>\$26.80</del> - <del>\$19.90</del>	<del>\$26.80</del> - <del>\$19.90</del>
4560b	Pre-Apprenticeship (2nd 6 months)	<del>\$29.04</del> - <del>\$21.56</del>	<del>\$29.04</del> - <del>\$21.56</del>
4560c	Apprentice Lineman (1st Step—6 months)	<del>\$31.27</del> - <del>\$23.22</del>	<del>\$31.27</del> - <del>\$23.22</del>



4560d	Apprentice Lineman (2nd Step—6 months)	<del>\$33.51</del> <del>-\$ 24.87</del>	<del>\$33.51</del> <del>-\$ 24.87</del>
4560e	Apprentice Lineman (3rd Step—6 months)	<del>\$35.74</del> <del>-\$ 26.53</del>	<del>\$35.74</del> <del>-\$ 26.53</del>
4560f	Apprentice Lineman (4th Step—6 months)	<del>\$37.97</del> <del>-\$ 28.19</del>	<del>\$37.97</del> <del>-\$ 28.19</del>
4560g	Apprentice Lineman (5th Step—6 months)	<del>\$40.20</del> <del>-\$ 29.85</del>	<del>\$40.20</del> <del>-\$ 29.85</del>
4560h	Apprentice Lineman (6th Step—6 months)	<del>\$42.44</del> <del>-\$ 31.50</del>	<del>\$42.44</del> <del>-\$ 31.50</del>
4568	Troubleman Helper	<del>\$23.77</del> <del>-\$ 21.86</del>	<del>\$25.76</del> <del>-\$ 23.69</del>
4564	Tree Trimmer Foreman	<del>\$25.64</del> <del>-\$ 23.58</del>	<del>\$28.00</del> <del>-\$ 25.74</del>
4565	Tree Trimmer I Spray Technician	<del>\$21.56</del> <del>-\$ 19.82</del>	<del>\$25.10</del> <del>-\$ 23.09</del>
4566	Tree Trimmer	<del>\$19.95</del> <del>-\$ 18.35</del>	<del>\$23.51</del> <del>-\$ 21.62</del>
4569	Groundman	<del>\$19.95</del> <del>-\$ 18.35</del>	<del>\$23.51</del> <del>-\$ 21.62</del>
Engineering			
Job Code	Title	Min	Max
4189	Engineer Field Planner	<del>\$39.37</del> <del>-\$ 36.20</del>	<del>\$43.17</del> <del>-\$ 39.70</del>
4188	CAD/GIS	<del>\$28.61</del> <del>-\$ 26.31</del>	<del>\$40.06</del> <del>-\$ 36.83</del>
Meter, Relays, Customer Service & Substation Work			
Job Code	Title	Min	Max
4570	Substation Foreman	<del>\$39.37</del> <del>-\$ 36.20</del>	<del>\$46.96</del> <del>-\$ 39.70</del>
4572	Meter Foreman	<del>\$39.37</del> <del>-\$ 36.20</del>	<del>\$43.17</del> <del>-\$ 39.70</del>
4574	Meter & Relay Specialist	<del>\$38.45</del> <del>-\$ 35.36</del>	<del>\$40.35</del> <del>-\$ 37.11</del>
4582	Electronic Device Specialist	<del>\$26.51</del> <del>-\$ 24.38</del>	<del>\$34.66</del> <del>-\$ 31.87</del>
4576	Substation Electrician / Lineman	<del>\$36.06</del> <del>-\$ 33.16</del>	<del>\$45.72</del> <del>-\$ 36.46</del>
4578	Electric Meterman "A"	<del>\$36.35</del> <del>-\$ 33.42</del>	<del>\$37.93</del> <del>-\$ 34.89</del>
4580	Electric Meterman	<del>\$25.25</del> <del>-\$ 23.22</del>	<del>\$31.48</del> <del>-\$ 28.94</del>
4583	Meter Service Foreman	<del>\$27.16</del> <del>-\$ 24.98</del>	<del>\$29.53</del> <del>-\$ 27.15</del>
4584	Meter Service Worker	<del>\$24.04</del> <del>-\$ 22.10</del>	<del>\$27.14</del> <del>-\$ 24.96</del>
4586	Meter Reader	<del>\$16.24</del> <del>-\$ 14.94</del>	<del>\$24.01</del> <del>-\$ 22.08</del>
Water Distribution Division			
Job Code	Title	Min	Max
4095	General Foreman	<del>\$37.61</del> <del>-\$ 34.58</del>	<del>\$41.78</del> <del>-\$ 38.42</del>
4208	Water Meter Foreman	<del>\$28.18</del> <del>-\$ 25.92</del>	<del>\$32.17</del> <del>-\$ 29.58</del>
4212	Foreman	<del>\$28.18</del> <del>-\$ 25.92</del>	<del>\$32.17</del> <del>-\$ 29.58</del>
4234	Water Meter Repair Worker	<del>\$19.70</del> <del>-\$ 18.12</del>	<del>\$27.81</del> <del>-\$ 25.58</del>
4220	Equipment Operator	<del>\$19.70</del> <del>-\$ 18.12</del>	<del>\$27.81</del> <del>-\$ 25.58</del>
4226	Utility Service Worker	<del>\$19.70</del> <del>-\$ 18.12</del>	<del>\$27.81</del> <del>-\$ 25.58</del>
Sewer Collection Division			
Job Code	Title	Min	Max
4212	Foreman	<del>\$28.18</del> <del>-\$ 25.92</del>	<del>\$32.17</del> <del>-\$ 29.58</del>
4225	Line Technician	<del>\$23.77</del> <del>-\$ 21.86</del>	<del>\$29.18</del> <del>-\$ 26.83</del>
4220	Equipment Operator	<del>\$19.70</del> <del>-\$ 18.12</del>	<del>\$27.81</del> <del>-\$ 25.58</del>
4226	Utility Service Worker	<del>\$19.70</del> <del>-\$ 18.12</del>	<del>\$27.81</del> <del>-\$ 25.58</del>
4230	Trainee	<del>\$16.27</del> <del>-\$ 14.97</del>	<del>\$17.85</del> <del>-\$ 16.41</del>

Water Treatment Plant Division			
Job Code	Title	Min	Max
4240	Treatment Operator "A"	<del>\$32.05</del> <del>\$ 29.48</del>	<del>\$37.16</del> <del>\$34.18</del>
4242	Treatment Operator "B"	<del>\$30.69</del> <del>\$ 28.22</del>	<del>\$32.04</del> <del>\$29.47</del>
4244	Treatment Operator "C"	<del>\$21.99</del> <del>\$ 20.22</del>	<del>\$26.90</del> <del>\$24.74</del>
4241	Laboratory Administrator	<del>\$32.05</del> <del>\$ 29.48</del>	<del>\$37.16</del> <del>\$34.18</del>
4236	Laboratory Assistant	<del>\$22.89</del> <del>\$ 21.04</del>	<del>\$30.03</del> <del>\$27.62</del>
4246	Water I Sewer Electrician	<del>\$35.45</del> <del>\$ 32.60</del>	<del>\$37.19</del> <del>\$34.20</del>
4248	Water Production Maintenance Mechanic	<del>\$35.45</del> <del>\$ 32.60</del>	<del>\$37.19</del> <del>\$34.20</del>
4238	Water Production Maint. Mechanic Helper	<del>\$22.89</del> <del>\$ 21.04</del>	<del>\$30.03</del> <del>\$27.62</del>
4250	Treatment Operator Trainee	<del>\$18.83</del> <del>\$ 17.32</del>	<del>\$21.72</del> <del>\$19.97</del>
Sewer Pumping Division			
Job Code	Title	Min	Max
4260	Lift Station Foreman	<del>\$25.22</del> <del>\$ 23.20</del>	<del>\$35.45</del> <del>\$32.60</del>
4264	Lift Station Mechanic	<del>\$19.70</del> <del>\$ 18.12</del>	<del>\$29.23</del> <del>\$26.88</del>
4230	Trainee	<del>\$16.27</del> <del>\$ 14.97</del>	<del>\$17.85</del> <del>\$16.41</del>

EFFECTIVE 1<sup>ST</sup> FULL PAY PERIOD AFTER RATIFICATION BY BOTH PARTIES

BARGAINING UNIT JOBS (by Division)		PAY SCALE	
Electric Power Production Division			
Operations			
Job Code	Title	Min	Max
4500	Shift leader	<del>\$ 36.20</del>	<del>\$ 39.70</del>
4502	Shift leader Relief	<del>\$ 34.66</del>	<del>\$ 36.87</del>
4501	Chief Shift Leader	<del>\$ 39.70</del>	<del>\$ 41.68</del>
4506	Combined Control Room Operator	<del>\$ 32.60</del>	<del>\$ 34.21</del>
4510	Combined Control Room Operator Relief	<del>\$ 29.74</del>	<del>\$ 31.22</del>
4514	Auxiliary Equipment Operator	<del>\$ 21.89</del>	<del>\$ 27.73</del>
4516	Plant Helper	<del>\$ 18.35</del>	<del>\$ 21.63</del>
Maintenance			
Job Code	Title	Min	Max
4520	Chief Electrician	<del>\$ 36.20</del>	<del>\$ 39.70</del>
4521	Chief Mechanic	<del>\$ 36.20</del>	<del>\$ 39.70</del>
4523	Performance and Environmental Specialist	<del>\$ 36.20</del>	<del>\$ 39.70</del>
4522	Instrumentation and Controls Specialist	<del>\$ 34.94</del>	<del>\$ 37.62</del>
4526	Results Specialist	<del>\$ 34.94</del>	<del>\$ 37.62</del>
4528	Machinist	<del>\$ 33.40</del>	<del>\$ 35.03</del>
4530	Mechanic I Welder	<del>\$ 33.00</del>	<del>\$ 35.03</del>
4532	Power Plant Electrician	<del>\$ 32.60</del>	<del>\$ 34.20</del>
4534	Mechanic	<del>\$ 32.60</del>	<del>\$ 34.20</del>
4536	Instrument Technician	<del>\$ 32.60</del>	<del>\$ 34.20</del>
4509	Results Technician	<del>\$ 25.31</del>	<del>\$ 27.73</del>
4540	Parts & Property Clerk	<del>\$ 24.06</del>	<del>\$ 28.29</del>
4542	Apprentice Electrician	<del>\$ 25.31</del>	<del>\$ 27.73</del>
4544	Apprentice Instrument Technician	<del>\$ 26.88</del>	<del>\$ 27.73</del>
4546	Apprentice Mechanic	<del>\$ 26.88</del>	<del>\$ 27.73</del>
4515	Maintenance Foreman	<del>\$ 39.70</del>	<del>\$ 41.68</del>
Electrical Transmission and Distribution Division			
Job Code	Title	Min	Max
4552	Line Foreman	<del>\$ 38.01</del>	<del>\$ 41.69</del>
4556	Troubleman	<del>\$ 38.01</del>	<del>\$ 41.69</del>
4558	Lineman	<del>\$ 34.82</del>	<del>\$ 38.28</del>
4559	Utilities Coordinator	<del>\$ 28.94</del>	<del>\$ 34.83</del>
4560	Apprentice Lineman (Generally)	<del>\$ 20.90</del>	<del>\$ 33.08</del>
4560a	Pre-Apprenticeship (1st 6 months)	<del>\$ 20.90</del>	<del>\$ 20.90</del>
4560b	Pre-Apprenticeship (2nd 6 months)	<del>\$ 22.64</del>	<del>\$ 22.64</del>
4560e	Apprentice Lineman (1st Step—6 months)	<del>\$ 24.38</del>	<del>\$ 24.38</del>
4560d	Apprentice Lineman (2nd Step—6 months)	<del>\$ 26.11</del>	<del>\$ 26.11</del>
4560e	Apprentice Lineman (3rd Step—6 months)	<del>\$ 27.86</del>	<del>\$ 27.86</del>

4560f	Apprentice Lineman (4th Step—6 months)	<del>\$ 29.60</del>	<del>\$ 29.60</del>
4560g	Apprentice Lineman (5th Step—6 months)	<del>\$ 31.34</del>	<del>\$ 31.34</del>
4560h	Apprentice Lineman (6th Step—6 months)	<del>\$ 33.08</del>	<del>\$ 33.08</del>
4568	Troubleman Helper	<del>\$ 21.86</del>	<del>\$ 23.69</del>
4564	Tree Trimmer Foreman	<del>\$ 23.58</del>	<del>\$ 25.74</del>
4565	Tree Trimmer I Spray Technician	<del>\$ 19.82</del>	<del>\$ 23.09</del>
4566	Tree Trimmer	<del>\$ 18.35</del>	<del>\$ 21.62</del>
4569	Groundman	<del>\$ 18.35</del>	<del>\$ 21.62</del>
<b>Engineering</b>			
<b>Job Code</b>	<b>Title</b>	<b>Min</b>	<b>Max</b>
4189	Engineer Field Planner	<del>\$ 36.20</del>	<del>\$ 39.70</del>
4188	CAD/GIS	<del>\$ 26.31</del>	<del>\$ 36.83</del>
<b>Meter, Relays, Customer Service &amp; Substation Work</b>			
<b>Job Code</b>	<b>Title</b>	<b>Min</b>	<b>Max</b>
4570	Substation Foreman	<del>\$ 36.20</del>	<del>\$ 39.70</del>
4572	Meter Foreman	<del>\$ 36.20</del>	<del>\$ 39.70</del>
4574	Meter & Relay Specialist	<del>\$ 35.36</del>	<del>\$ 37.11</del>
4582	Electronic Device Specialist	<del>\$ 24.38</del>	<del>\$ 31.87</del>
4576	Substation Electrician / Lineman	<del>\$ 33.16</del>	<del>\$ 36.46</del>
4578	Electric Meterman "A"	<del>\$ 33.42</del>	<del>\$ 34.89</del>
4580	Electric Meterman	<del>\$ 23.22</del>	<del>\$ 28.94</del>
4583	Meter Service Foreman	<del>\$ 24.98</del>	<del>\$ 27.15</del>
4584	Meter Service Worker	<del>\$ 22.10</del>	<del>\$ 24.96</del>
4586	Meter Reader	<del>\$ 14.94</del>	<del>\$ 22.08</del>
<b>Water Distribution Division</b>			
<b>Job Code</b>	<b>Title</b>	<b>Min</b>	<b>Max</b>
4095	General Foreman	<del>\$ 34.58</del>	<del>\$ 38.42</del>
4208	Water Meter Foreman	<del>\$ 25.92</del>	<del>\$ 29.58</del>
4212	Foreman	<del>\$ 25.92</del>	<del>\$ 29.58</del>
4234	Water Meter Repair Worker	<del>\$ 18.12</del>	<del>\$ 25.58</del>
4220	Equipment Operator	<del>\$ 18.12</del>	<del>\$ 25.58</del>
4226	Utility Service Worker	<del>\$ 18.12</del>	<del>\$ 25.58</del>
<b>Sewer Collection Division</b>			
<b>Job Code</b>	<b>Title</b>	<b>Min</b>	<b>Max</b>
4212	Foreman	<del>\$ 25.92</del>	<del>\$ 29.58</del>
4225	Line Technician	<del>\$ 21.86</del>	<del>\$ 26.83</del>
4220	Equipment Operator	<del>\$ 18.12</del>	<del>\$ 25.58</del>
4226	Utility Service Worker	<del>\$ 18.12</del>	<del>\$ 25.58</del>
4230	Trainee	<del>\$ 14.97</del>	<del>\$ 16.41</del>

Water Treatment Plant Division			
Job Code	Title	Min	Max
4240	Treatment Operator "A"	<del>\$ 29.48</del>	<del>\$34.18</del>
4242	Treatment Operator "B"	<del>\$ 28.22</del>	<del>\$29.47</del>
4244	Treatment Operator "C"	<del>\$ 20.22</del>	<del>\$24.74</del>
4241	Laboratory Administrator	<del>\$ 29.48</del>	<del>\$34.18</del>
4236	Laboratory Assistant	<del>\$ 21.04</del>	<del>\$27.62</del>
4246	Water I Sewer Electrician	<del>\$ 32.60</del>	<del>\$34.20</del>
4248	Water Production Maintenance Mechanic	<del>\$ 32.60</del>	<del>\$34.20</del>
4238	Water Production Maint. Mechanic Helper	<del>\$ 21.04</del>	<del>\$27.62</del>
4250	Treatment Operator Trainee	<del>\$ 17.32</del>	<del>\$19.97</del>
Sewer Pumping Division			
Job Code	Title	Min	Max
4260	Lift Station Foreman	<del>\$ 23.20</del>	<del>\$32.60</del>
4264	Lift Station Mechanic	<del>\$ 18.12</del>	<del>\$26.88</del>
4230	Trainee	<del>\$ 14.97</del>	<del>\$16.41</del>

EFFECTIVE 10/1/~~2019~~2022

BARGAINING UNIT JOBS (by Division)		PAY SCALE	
Electric Power Production Division			
Operations			
Job Code	Title	Min	Max
4500	Shift leader	<del>\$40.55</del> <del>\$ 37.10</del>	<del>\$44.46</del> <del>\$ 40.69</del>
4502	Shift leader Relief	<del>\$38.82</del> <del>\$ 35.52</del>	<del>\$41.29</del> <del>\$ 37.79</del>
4501	Chief Shift Leader	<del>\$44.46</del> <del>\$ 40.69</del>	<del>\$46.69</del> <del>\$ 42.73</del>
4506	Combined Control Room Operator	<del>\$36.52</del> <del>\$ 33.42</del>	<del>\$38.32</del> <del>\$ 35.07</del>
4510	Combined Control Room Operator Relief	<del>\$33.31</del> <del>\$ 30.48</del>	<del>\$34.97</del> <del>\$ 32.00</del>
4514	Auxiliary Equipment Operator	<del>\$24.52</del> <del>\$ 22.43</del>	<del>\$31.06</del> <del>\$ 28.42</del>
4516	Plant Helper	<del>\$20.55</del> <del>\$ 18.80</del>	<del>\$24.23</del> <del>\$ 22.17</del>
Maintenance			
Job Code	Title	Min	Max
4520	Chief Electrician	<del>\$40.55</del> <del>\$ 37.10</del>	<del>\$44.46</del> <del>\$ 40.69</del>
4521	Chief Mechanic	<del>\$40.55</del> <del>\$ 37.10</del>	<del>\$44.46</del> <del>\$ 40.69</del>
4523	Performance and Environmental Specialist	<del>\$40.55</del> <del>\$ 37.10</del>	<del>\$44.46</del> <del>\$ 40.69</del>
4522	Instrumentation and Controls Specialist	<del>\$39.14</del> <del>\$ 35.82</del>	<del>\$42.14</del> <del>\$ 38.56</del>
4526	Results Specialist	<del>\$39.14</del> <del>\$ 35.82</del>	<del>\$42.14</del> <del>\$ 38.56</del>
4528	Machinist	<del>\$37.41</del> <del>\$ 34.24</del>	<del>\$39.23</del> <del>\$ 35.91</del>
4530	Mechanic I Welder	<del>\$36.96</del> <del>\$ 33.82</del>	<del>\$39.23</del> <del>\$ 35.91</del>
4532	Power Plant Electrician	<del>\$36.52</del> <del>\$ 33.42</del>	<del>\$38.31</del> <del>\$ 35.05</del>
4534	Mechanic	<del>\$36.52</del> <del>\$ 33.42</del>	<del>\$38.31</del> <del>\$ 35.05</del>
4536	Instrument Technician	<del>\$36.52</del> <del>\$ 33.42</del>	<del>\$38.31</del> <del>\$ 35.05</del>
4509	Results Technician	<del>\$28.35</del> <del>\$ 25.94</del>	<del>\$31.06</del> <del>\$ 28.42</del>
4540	Parts & Property Clerk	<del>\$26.95</del> <del>\$ 24.66</del>	<del>\$31.69</del> <del>\$ 29.00</del>
4542	Apprentice Electrician	<del>\$28.35</del> <del>\$ 25.94</del>	<del>\$31.06</del> <del>\$ 28.42</del>
4544	Apprentice Instrument Technician	<del>\$30.11</del> <del>\$ 27.55</del>	<del>\$31.06</del> <del>\$ 28.42</del>
4546	Apprentice Mechanic	<del>\$30.11</del> <del>\$ 27.55</del>	<del>\$31.06</del> <del>\$ 28.42</del>
4515	Maintenance Foreman	<del>\$44.46</del> <del>\$ 40.69</del>	<del>\$46.69</del> <del>\$ 42.73</del>
Electrical Transmission and Distribution Division			
Job Code	Title	Min	Max
4552	Line Foreman	<del>\$42.57</del> <del>\$ 38.96</del>	<del>\$48.37</del> <del>\$ 42.72</del>
4556	Troubleman	<del>\$42.57</del> <del>\$ 38.96</del>	<del>\$48.37</del> <del>\$ 42.72</del>
4558	Lineman	<del>\$39.00</del> <del>\$ 35.69</del>	<del>\$46.01</del> <del>\$ 39.24</del>
4559	Utilities Coordinator	<del>\$32.42</del> <del>\$ 29.67</del>	<del>\$39.01</del> <del>\$ 35.70</del>
4560	Apprentice Lineman (Generally)	<del>\$27.60</del> <del>\$ 21.41</del>	<del>\$43.71</del> <del>\$ 33.90</del>
4560a	Pre-Apprenticeship (1st 6 months)	<del>\$27.60</del> <del>\$ 21.41</del>	<del>\$27.60</del> <del>\$ 21.41</del>
4560b	Pre-Apprenticeship (2nd 6 months)	<del>\$29.91</del> <del>\$ 23.20</del>	<del>\$29.91</del> <del>\$ 23.20</del>
4560c	Apprentice Lineman (1st Step—6 months)	<del>\$32.21</del> <del>\$ 24.99</del>	<del>\$32.21</del> <del>\$ 24.99</del>
4560d	Apprentice Lineman (2nd Step—6 months)	<del>\$34.51</del> <del>\$ 26.76</del>	<del>\$34.51</del> <del>\$ 26.76</del>
4560e	Apprentice Lineman (3rd Step—6 months)	<del>\$36.81</del> <del>\$ 28.55</del>	<del>\$36.81</del> <del>\$ 28.55</del>
4560f	Apprentice Lineman (4th Step—6 months)	<del>\$39.10</del> <del>\$ 30.34</del>	<del>\$39.10</del> <del>\$ 30.34</del>

4560g	Apprentice Lineman (5th Step—6 months)	<del>\$41.41</del> <del>\$ 32.13</del>	<del>\$41.41</del> <del>\$ 32.13</del>
4560h	Apprentice Lineman (6th Step—6 months)	<del>\$43.71</del> <del>\$ 33.90</del>	<del>\$43.71</del> <del>\$ 33.90</del>
4568	Troubleman Helper	<del>\$24.49</del> <del>\$ 22.41</del>	<del>\$26.53</del> <del>\$ 24.28</del>
4564	Tree Trimmer Foreman	<del>\$26.41</del> <del>\$ 24.17</del>	<del>\$28.84</del> <del>\$ 26.39</del>
4565	Tree Trimmer I Spray Technician	<del>\$22.20</del> <del>\$ 20.32</del>	<del>\$25.85</del> <del>\$ 23.66</del>
4566	Tree Trimmer	<del>\$20.55</del> <del>\$ 18.80</del>	<del>\$24.22</del> <del>\$ 22.16</del>
4569	Groundman	<del>\$20.55</del> <del>\$ 18.80</del>	<del>\$24.22</del> <del>\$ 22.16</del>
<b>Engineering</b>			
<b>Job Code</b>	<b>Title</b>	<b>Min</b>	<b>Max</b>
4189	Engineer Field Planner	<del>\$40.55</del> <del>\$ 37.10</del>	<del>\$44.46</del> <del>\$ 40.69</del>
4188	CAD/GIS	<del>\$29.47</del> <del>\$ 26.97</del>	<del>\$41.26</del> <del>\$ 37.75</del>
<b>Meter, Relays, Customer Service &amp; Substation Work</b>			
<b>Job Code</b>	<b>Title</b>	<b>Min</b>	<b>Max</b>
4570	Substation Foreman	<del>\$40.55</del> <del>\$ 37.10</del>	<del>\$48.37</del> <del>\$ 40.69</del>
4572	Meter Foreman	<del>\$40.55</del> <del>\$ 37.10</del>	<del>\$44.46</del> <del>\$ 40.69</del>
4574	Meter & Relay Specialist	<del>\$39.60</del> <del>\$ 36.24</del>	<del>\$41.56</del> <del>\$ 38.03</del>
4582	Electronic Device Specialist	<del>\$27.31</del> <del>\$ 24.99</del>	<del>\$35.70</del> <del>\$ 32.67</del>
4576	Substation Electrician / Lineman	<del>\$37.14</del> <del>\$ 33.99</del>	<del>\$47.09</del> <del>\$ 37.37</del>
4578	Electric Meterman "A"	<del>\$37.44</del> <del>\$ 34.26</del>	<del>\$39.07</del> <del>\$ 35.76</del>
4580	Electric Meterman	<del>\$26.00</del> <del>\$ 23.80</del>	<del>\$32.42</del> <del>\$ 29.67</del>
4583	Meter Service Foreman	<del>\$27.98</del> <del>\$ 25.60</del>	<del>\$30.42</del> <del>\$ 27.83</del>
4584	Meter Service Worker	<del>\$24.76</del> <del>\$ 22.66</del>	<del>\$27.95</del> <del>\$ 25.58</del>
4586	Meter Reader	<del>\$16.73</del> <del>\$ 15.31</del>	<del>\$24.73</del> <del>\$ 22.63</del>
<b>Water Distribution Division</b>			
<b>Job Code</b>	<b>Title</b>	<b>Min</b>	<b>Max</b>
4095	General Foreman	<del>\$38.73</del> <del>\$ 35.45</del>	<del>\$43.03</del> <del>\$ 39.38</del>
4208	Water Meter Foreman	<del>\$29.03</del> <del>\$ 26.56</del>	<del>\$33.13</del> <del>\$ 30.32</del>
4212	Foreman	<del>\$29.03</del> <del>\$ 26.56</del>	<del>\$33.13</del> <del>\$ 30.32</del>
4234	Water Meter Repair Worker	<del>\$20.30</del> <del>\$ 18.57</del>	<del>\$28.64</del> <del>\$ 26.22</del>
4220	Equipment Operator	<del>\$20.30</del> <del>\$ 18.57</del>	<del>\$28.64</del> <del>\$ 26.22</del>
4226	Utility Service Worker	<del>\$20.30</del> <del>\$ 18.57</del>	<del>\$28.64</del> <del>\$ 26.22</del>
<b>Sewer Collection Division</b>			
<b>Job Code</b>	<b>Title</b>	<b>Min</b>	<b>Max</b>
4212	Foreman	<del>\$29.03</del> <del>\$ 26.57</del>	<del>\$33.13</del> <del>\$ 30.32</del>
4225	Line Technician	<del>\$24.49</del> <del>\$ 22.41</del>	<del>\$30.06</del> <del>\$ 27.51</del>
4220	Equipment Operator	<del>\$20.30</del> <del>\$ 18.57</del>	<del>\$28.64</del> <del>\$ 26.22</del>
4226	Utility Service Worker	<del>\$20.30</del> <del>\$ 18.57</del>	<del>\$28.64</del> <del>\$ 26.22</del>
4230	Trainee	<del>\$16.76</del> <del>\$ 15.34</del>	<del>\$18.39</del> <del>\$ 16.82</del>

Water Treatment Plant Division			
Job Code	Title	Min	Max
4240	Treatment Operator "A"	<del>\$33.02</del> \$ 30.22	<del>\$38.28</del> \$ 35.03
4242	Treatment Operator "B"	<del>\$31.61</del> \$ 28.93	<del>\$33.00</del> \$ 30.20
4244	Treatment Operator "C"	<del>\$22.65</del> \$ 20.73	<del>\$27.71</del> \$ 25.36
4241	Laboratory Administrator	<del>\$33.02</del> \$ 30.22	<del>\$38.28</del> \$ 35.03
4236	Laboratory Assistant	<del>\$23.57</del> \$ 21.57	<del>\$30.94</del> \$ 28.31
4246	Water I Sewer Electrician	<del>\$36.52</del> \$ 33.42	<del>\$38.31</del> \$ 35.05
4248	Water Production Maintenance Mechanic	<del>\$36.52</del> \$ 33.42	<del>\$38.31</del> \$ 35.05
4238	Water Production Maint. Mechanic Helper	<del>\$23.57</del> \$ 21.57	<del>\$30.94</del> \$ 28.31
4250	Treatment Operator Trainee	<del>\$19.39</del> \$ 17.75	<del>\$22.37</del> \$ 20.47
Sewer Pumping Division			
Job Code	Title	Min	Max
4260	Lift Station Foreman	<del>\$25.98</del> \$ 23.78	<del>\$36.52</del> \$ 33.42
4264	Lift Station Mechanic	<del>\$20.30</del> \$ 18.57	<del>\$30.11</del> \$ 27.55
4230	Trainee	<del>\$16.76</del> \$ 15.34	<del>\$18.39</del> \$ 16.82



EFFECTIVE 10/1/~~2020~~2023

BARGAINING UNIT JOBS (by Division)		PAY SCALE	
Electric Power Production Division			
Operations			
Job Code	Title	Min	Max
4500	Shift leader	<del>\$41.76</del> <del>\$ 38.22</del>	<del>\$45.80</del> <del>\$ 41.91</del>
4502	Shift leader Relief	<del>\$39.98</del> <del>\$ 36.59</del>	<del>\$42.53</del> <del>\$ 38.92</del>
4501	Chief Shift Leader	<del>\$45.80</del> <del>\$ 41.91</del>	<del>\$48.09</del> <del>\$ 44.01</del>
4506	Combined Control Room Operator	<del>\$37.61</del> <del>\$ 34.42</del>	<del>\$39.47</del> <del>\$ 36.12</del>
4510	Combined Control Room Operator Relief	<del>\$34.31</del> <del>\$ 31.40</del>	<del>\$36.02</del> <del>\$ 32.96</del>
4514	Auxiliary Equipment Operator	<del>\$25.25</del> <del>\$ 23.11</del>	<del>\$32.00</del> <del>\$ 29.28</del>
4516	Plant Helper	<del>\$21.17</del> <del>\$ 19.37</del>	<del>\$24.96</del> <del>\$ 22.84</del>
Maintenance			
Job Code	Title	Min	Max
4520	Chief Electrician	<del>\$41.76</del> <del>\$ 38.22</del>	<del>\$45.80</del> <del>\$ 41.91</del>
4521	Chief Mechanic	<del>\$41.76</del> <del>\$ 38.22</del>	<del>\$45.80</del> <del>\$ 41.91</del>
4523	Performance and Environmental Specialist	<del>\$41.76</del> <del>\$ 38.22</del>	<del>\$45.80</del> <del>\$ 41.91</del>
4522	Instrumentation and Controls Specialist	<del>\$40.31</del> <del>\$ 36.89</del>	<del>\$43.40</del> <del>\$ 39.72</del>
4526	Results Specialist	<del>\$40.31</del> <del>\$ 36.89</del>	<del>\$43.40</del> <del>\$ 39.72</del>
4528	Machinist	<del>\$38.53</del> <del>\$ 35.26</del>	<del>\$40.41</del> <del>\$ 36.98</del>
4530	Mechanic I Welder	<del>\$38.07</del> <del>\$ 34.84</del>	<del>\$40.41</del> <del>\$ 36.98</del>
4532	Power Plant Electrician	<del>\$37.61</del> <del>\$ 34.42</del>	<del>\$39.46</del> <del>\$ 36.11</del>
4534	Mechanic	<del>\$37.61</del> <del>\$ 34.42</del>	<del>\$39.46</del> <del>\$ 36.11</del>
4536	Instrument Technician	<del>\$37.61</del> <del>\$ 34.42</del>	<del>\$39.46</del> <del>\$ 36.11</del>
4509	Results Technician	<del>\$29.20</del> <del>\$ 26.72</del>	<del>\$32.00</del> <del>\$ 29.28</del>
4540	Parts & Property Clerk	<del>\$27.76</del> <del>\$ 25.40</del>	<del>\$32.64</del> <del>\$ 29.87</del>
4542	Apprentice Electrician	<del>\$29.20</del> <del>\$ 26.72</del>	<del>\$32.00</del> <del>\$ 29.28</del>
4544	Apprentice Instrument Technician	<del>\$31.01</del> <del>\$ 28.38</del>	<del>\$32.00</del> <del>\$ 29.28</del>
4546	Apprentice Mechanic	<del>\$31.01</del> <del>\$ 28.38</del>	<del>\$32.00</del> <del>\$ 29.28</del>
4515	Maintenance Foreman	<del>\$45.80</del> <del>\$ 41.91</del>	<del>\$48.09</del> <del>\$ 44.01</del>
Electrical Transmission and Distribution Division			
Job Code	Title	Min	Max
4552	Line Foreman	<del>\$43.85</del> <del>\$ 40.13</del>	<del>\$49.82</del> <del>\$ 44.00</del>
4556	Troubleman	<del>\$43.85</del> <del>\$ 40.13</del>	<del>\$49.82</del> <del>\$ 44.00</del>
4558	Lineman	<del>\$40.17</del> <del>\$ 36.76</del>	<del>\$47.39</del> <del>\$ 40.42</del>
4559	Utilities Coordinator	<del>\$33.39</del> <del>\$ 30.56</del>	<del>\$40.18</del> <del>\$ 36.77</del>
4560	Apprentice Lineman (Generally)	<del>\$28.43</del> <del>\$ 22.06</del>	<del>\$45.02</del> <del>\$ 34.92</del>
4560a	Pre-Apprenticeship (1st 6 months)	<del>\$28.43</del> <del>\$ 22.06</del>	<del>\$28.43</del> <del>\$ 22.06</del>
4560b	Pre-Apprenticeship (2nd 6 months)	<del>\$30.80</del> <del>\$ 23.90</del>	<del>\$30.80</del> <del>\$ 23.90</del>
4560c	Apprentice Lineman (1st Step—6 months)	<del>\$33.18</del> <del>\$ 25.74</del>	<del>\$33.18</del> <del>\$ 25.74</del>
4560d	Apprentice Lineman (2nd Step—6 months)	<del>\$35.55</del> <del>\$ 27.57</del>	<del>\$35.55</del> <del>\$ 27.57</del>
4560e	Apprentice Lineman (3rd Step—6 months)	<del>\$37.92</del> <del>\$ 29.41</del>	<del>\$37.92</del> <del>\$ 29.41</del>

4560f	Apprentice Lineman (4th Step—6 months)	<del>\$40.28</del> <del>\$ 31.25</del>	<del>\$40.28</del> <del>\$ 31.25</del>
4560g	Apprentice Lineman (5th Step—6 months)	<del>\$42.65</del> <del>\$ 33.09</del>	<del>\$42.65</del> <del>\$ 33.09</del>
4560h	Apprentice Lineman (6th Step—6 months)	<del>\$45.02</del> <del>\$ 34.92</del>	<del>\$45.02</del> <del>\$ 34.92</del>
4568	Troubleman Helper	<del>\$25.22</del> <del>\$ 23.08</del>	<del>\$27.33</del> <del>\$ 25.01</del>
4564	Tree Trimmer Foreman	<del>\$27.20</del> <del>\$ 24.89</del>	<del>\$29.70</del> <del>\$ 27.18</del>
4565	Tree Trimmer I Spray Technician	<del>\$22.87</del> <del>\$ 20.93</del>	<del>\$26.63</del> <del>\$ 24.37</del>
4566	Tree Trimmer	<del>\$21.17</del> <del>\$ 19.37</del>	<del>\$24.95</del> <del>\$ 22.83</del>
4569	Groundman	<del>\$21.17</del> <del>\$ 19.37</del>	<del>\$24.95</del> <del>\$ 22.83</del>
Engineering			
Job Code	Title	Min	Max
4189	Engineer Field Planner	<del>\$41.76</del> <del>\$ 38.22</del>	<del>\$45.80</del> <del>\$ 41.91</del>
4188	CAD/GIS	<del>\$30.36</del> <del>\$ 27.78</del>	<del>\$42.50</del> <del>\$ 38.89</del>
Meter, Relays, Customer Service & Substation Work			
Job Code	Title	Min	Max
4570	Substation Foreman	<del>\$41.76</del> <del>\$ 38.22</del>	<del>\$49.82</del> <del>\$ 41.91</del>
4572	Meter Foreman	<del>\$41.76</del> <del>\$ 38.22</del>	<del>\$45.80</del> <del>\$ 41.91</del>
4574	Meter & Relay Specialist	<del>\$40.79</del> <del>\$ 37.33</del>	<del>\$42.80</del> <del>\$ 39.17</del>
4582	Electronic Device Specialist	<del>\$28.13</del> <del>\$ 25.74</del>	<del>\$36.77</del> <del>\$ 33.65</del>
4576	Substation Electrician / Lineman	<del>\$38.26</del> <del>\$ 35.01</del>	<del>\$48.51</del> <del>\$ 38.49</del>
4578	Electric Meterman "A"	<del>\$38.56</del> <del>\$ 35.29</del>	<del>\$40.25</del> <del>\$ 36.83</del>
4580	Electric Meterman	<del>\$26.78</del> <del>\$ 24.51</del>	<del>\$33.39</del> <del>\$ 30.56</del>
4583	Meter Service Foreman	<del>\$28.82</del> <del>\$ 26.37</del>	<del>\$31.33</del> <del>\$ 28.67</del>
4584	Meter Service Worker	<del>\$25.50</del> <del>\$ 23.34</del>	<del>\$28.79</del> <del>\$ 26.35</del>
4586	Meter Reader	<del>\$17.23</del> <del>\$ 15.77</del>	<del>\$25.47</del> <del>\$ 23.31</del>
Water Distribution Division			
Job Code	Title	Min	Max
4095	General Foreman	<del>\$39.90</del> <del>\$ 36.51</del>	<del>\$44.32</del> <del>\$ 40.56</del>
4208	Water Meter Foreman	<del>\$29.90</del> <del>\$ 27.36</del>	<del>\$34.13</del> <del>\$ 31.23</del>
4212	Foreman	<del>\$29.90</del> <del>\$ 27.36</del>	<del>\$34.13</del> <del>\$ 31.23</del>
4234	Water Meter Repair Worker	<del>\$20.90</del> <del>\$ 19.13</del>	<del>\$29.50</del> <del>\$ 27.00</del>
4220	Equipment Operator	<del>\$20.90</del> <del>\$ 19.13</del>	<del>\$29.50</del> <del>\$ 27.00</del>
4226	Utility Service Worker	<del>\$20.90</del> <del>\$ 19.13</del>	<del>\$29.50</del> <del>\$ 27.00</del>
Sewer Collection Division			
Job Code	Title	Min	Max
4212	Foreman	<del>\$29.90</del> <del>\$ 27.36</del>	<del>\$34.13</del> <del>\$ 31.23</del>
4225	Line Technician	<del>\$25.22</del> <del>\$ 23.08</del>	<del>\$30.96</del> <del>\$ 28.33</del>
4220	Equipment Operator	<del>\$20.90</del> <del>\$ 19.13</del>	<del>\$29.50</del> <del>\$ 27.00</del>
4226	Utility Service Worker	<del>\$20.90</del> <del>\$ 19.13</del>	<del>\$29.50</del> <del>\$ 27.00</del>
4230	Trainee	<del>\$17.27</del> <del>\$ 15.80</del>	<del>\$18.94</del> <del>\$ 17.33</del>

Water Treatment Plant Division			
Job Code	Title	Min	Max
4240	Treatment Operator "A"	<del>\$34.01</del> - <del>\$ 31.12</del>	<del>\$39.43</del> - <del>\$ 36.08</del>
4242	Treatment Operator "B"	<del>\$32.56</del> - <del>\$ 29.80</del>	<del>\$33.99</del> - <del>\$ 31.11</del>
4244	Treatment Operator "C"	<del>\$23.33</del> - <del>\$ 21.35</del>	<del>\$28.54</del> - <del>\$ 26.12</del>
4241	Laboratory Administrator	<del>\$34.01</del> - <del>\$ 31.12</del>	<del>\$39.43</del> - <del>\$ 36.08</del>
4236	Laboratory Assistant	<del>\$24.28</del> - <del>\$ 22.22</del>	<del>\$31.86</del> - <del>\$ 29.16</del>
4246	Water I Sewer Electrician	<del>\$37.61</del> - <del>\$ 34.42</del>	<del>\$39.46</del> - <del>\$ 36.11</del>
4248	Water Production Maintenance Mechanic	<del>\$37.61</del> - <del>\$ 34.42</del>	<del>\$39.46</del> - <del>\$ 36.11</del>
4238	Water Production Maint. Mechanic Helper	<del>\$24.28</del> - <del>\$ 22.22</del>	<del>\$31.86</del> - <del>\$ 29.16</del>
4250	Treatment Operator Trainee	<del>\$19.98</del> - <del>\$ 18.28</del>	<del>\$23.05</del> - <del>\$ 21.09</del>
Sewer Pumping Division			
Job Code	Title	Min	Max
4260	Lift Station Foreman	<del>\$26.76</del> - <del>\$ 24.49</del>	<del>\$37.61</del> - <del>\$ 34.42</del>
4264	Lift Station Mechanic	<del>\$20.90</del> - <del>\$ 19.13</del>	<del>\$31.01</del> - <del>\$ 28.38</del>
4230	Trainee	<del>\$17.27</del> - <del>\$ 15.80</del>	<del>\$18.94</del> - <del>\$ 17.33</del>

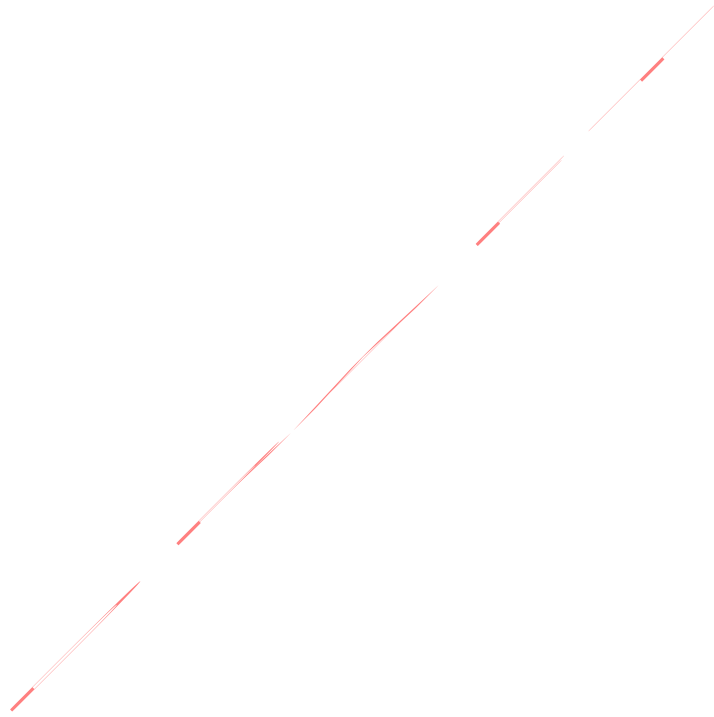
## ATTACHMENT "B" DISTRIBUTION OF OVERTIME

1. Each Division shall maintain an overtime list, which shall be updated and posted weekly. Overtime will be distributed equally by classification to the best ability of the supervisor, using the posted overtime list as a guide for such distribution. All employees shall appear on the list.
2. At the beginning of each fiscal year (October 1), the overtime list for each classification shall return to zero. All overtime hours worked by an employee (either in his own classification or while relieving/working in another classification) shall be included in totals shown on the respective overtime list. When an employee permanently enters a new classification, the employee shall be placed on the list at the current average overtime of the classification.
3. Supervisors shall offer overtime to the employee on the list who has the lowest amount of overtime (including refusals), except when such assignment would require the employee to work more than sixteen consecutive hours or affect his rest period. After attempting to reach all the personnel on a particular classification's overtime list, the supervisor may call personnel whose rest period may be affected and then go onto the next higher classification list, in order.
4. Any employee who declines an overtime assignment shall have his overtime balance credited with the number of hours of the assignment. The only employees excepted from this requirement are those who are excused from overtime for a fixed period, pursuant to §9.04(F) of the collective bargaining agreement, those who are ill and have previously called off sick from their regularly scheduled shift that day, and those who are on a previously scheduled vacation day. Note: for overtime distribution purposes only, an employee is considered on vacation from the time he finishes work on his last scheduled workday until his scheduled starting time on his first day back from vacation.
5. Overtime records at each division shall be reviewed every four weeks by the division Manager and the division steward, to determine whether overtime assignments have been made in accordance with this policy. If they agree that overtime has been properly assigned, they shall sign the overtime assignment record, otherwise, the matter shall be referred to the grievance procedure outlined in Article 14 of the collective bargaining agreement.
6. For assignments of an emergency nature such as storm or rush work where employees are temporarily assigned away from their regular headquarters and required to be away overnight for the City or other utilities, in or out of State. The City will select the classifications and numbers of employees to be traveled. The employee, by the selected classifications within the work headquarters, with the most actual hours of overtime worked will be offered the assignment first.

**ATTACHMENT "C"**

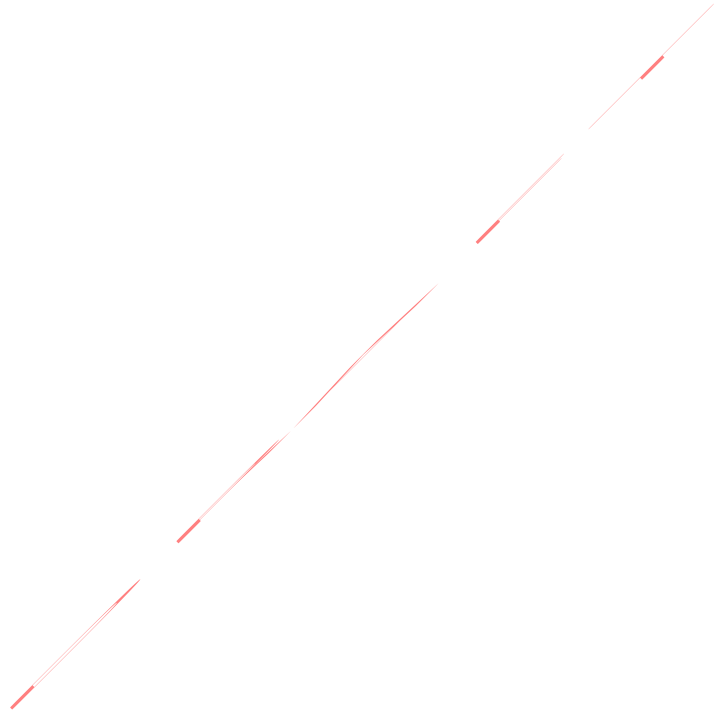
**MOUs**

1. ~~MOU Journeymen Linemen Salary January 8, 2007~~Ordinance 2021-\_\_\_\_\_ regarding Pension.
2. MOU Apprentice Lineman Classification-December 22, 2011.



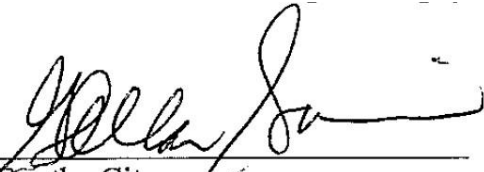
**Attachment C-1**

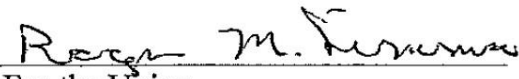
Ordinance 2021- regarding Pension




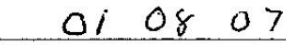
MEMORANDUM OF UNDERSTANDING

The City of Lake Worth (City) and IBEW Local 359 agree that journeymen linemen may be hired at the top of the pay scale applicable at the time of hiring. Therefore, the parties also agree to waive the six-month period which was previously required for journeymen linemen to attain the top of the pay scale.

  
\_\_\_\_\_  
For the City

  
\_\_\_\_\_  
For the Union

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Date



## Attachment C-2

### MEMORANDUM OF UNDERSTANDING

By and between

The City of Lake Worth, Florida

And

The International Brotherhood of Electrical Workers, Local 359

In the interest of producing quality service and an experienced workforce, the Utilities Department at the City of Lake Worth (City) is reestablishing an apprenticeship program. The International Brotherhood of Electrical Workers, Local 359 (Union) and the City of Lake Worth have reached an agreement on the details of the program as they relate to wages hours and terms and conditions of employment affecting the Apprentice Linemen position. Each Apprentice shall receive a copy of this agreement and program standards and confirm written receipt.

The City's program conforms to the state approved "Standards of Apprenticeship for the City of Lake Worth Utilities Apprenticeship Program" registered with the Department of Education -Division of Career and Adult Education - Apprenticeship. The terms of the apprentice program are not intended to conflict with the collective bargaining agreement and any conflict between the two shall be resolved in favor of this MOU.

The Apprenticeship Committee shall consist of eight (8) member representatives from the City. The Committee shall include a Chairman and a Secretary. The Union shall appoint four members to serve on the Committee and the City shall appoint four members to serve on the committee. The Committee shall meet quarterly and as often as necessary to conduct business. Each member appointment on the Committee is a two-year term.

The apprentice agrees that during and for a minimum of two years after completion of training, he/she is obligated to remain in the employment of the City of Lake Worth. If employee resigns of his own volition during this time, he must reimburse the employer the total cost of the related technical training as defined by the City, and all supplies and materials relating to this training must be returned in a usable condition.

Classroom apprentice absences will not be tolerated. Two unauthorized absences shall result in disqualification from the program. All students that are absent for any reason, must complete an absentee form (Attachment). All absences and tardiness MUST be made up prior to the end of the next month.

#### Wages

Whereas the City of Lake Worth is establishing an electric lineman apprenticeship and the apprentice step classifications are not addressed in the current collective bargaining agreement, this memorandum of understanding is meant to establish the pay scales for each step of the apprenticeship program.

The first year, (2-step) program is managed by the City of Lake Worth; the second, third, and fourth years

(6-steps) are registered with and per the State of Florida approved apprenticeship program.

The apprentice will be required to attend after-hours training during the 4 year program, generally held one night per week for three hours and one Saturday per month. Such after-hours training will be uncompensated.

Rates of pay are based on a percentage of journeyman lineman scale. As per the State of Florida registered apprenticeship the rates of pay are as follows:


Pre-apprenticeship	Apprenticeship	Journeyman
1st 6-month (60%) \$17.51		
2nd 6-month (65%) \$18.97		
	1st Step(70%) \$20.43	
	2nd Step (75%) \$21.89	
	3rd Step (80%) \$23.34	
	4th Step (85%) \$24.80	
	5th Step (90%) \$26.26	
	6th Step (95%) \$27.72	
		\$29.18*

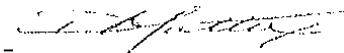
\*Upon passing the Journeyman Lineman test, the employee will receive 100% of the Journeyman Lineman Scale, and will be advanced to a Journeyman Lineman position.

Signed by the duly authorized representatives of the referenced parties this 21st day of December 2011.

FOR THE CITY

FOR THE UNION

  
 \_\_\_\_\_  
 Mark A. Gray  
 12/22/11

  
 \_\_\_\_\_  
 12.22.11