

ANNUAL CERTIFICATION OF LOCAL ROAD AGENCY EMPLOYEES  
September 30, 2014

The City of Boyne City has ten active transportation employees as follows:

- 6 Heavy Equipment Operators
- 1 Light Equipment Operator
- 2 Water / Wastewater Operator 4 \*
- 1 Water / Wastewater Operator 1 \*

\* Water / Wastewater Operators assist with snowplowing on occasion.

Section 8: Job Classifications and Wage Schedule

| <u>Job Classification</u>    | <b>Wage Rates Effective April 1 of:</b> |                                     |
|------------------------------|---|-------------------------------------|
|                              | <b><u>2014</u></b><br><b>4% inc</b>     | <b><u>2015</u></b><br><b>4% inc</b> |
| Mechanic                     | \$19.94                                 | \$20.73                             |
| Water/ Wastewater Operator 1 | \$21.29                                 | \$22.14                             |
| Water/ Wastewater Operator 2 | \$20.65                                 | \$21.48                             |
| Water/ Wastewater Operator 3 | \$20.03                                 | \$20.83                             |
| Water/ Wastewater Operator 4 | \$19.41                                 | \$20.18                             |
| Water/Wastewater Trainee     | \$18.26                                 | \$18.99                             |
| Heavy Equipment Operator     | \$18.95                                 | \$19.71                             |
| Light Equipment Operator     | \$16.17                                 | \$16.82                             |
| Maintenance                  | \$18.95                                 | \$19.71                             |
| Laborer                      | \$13.07                                 | \$13.60                             |
| Janitor                      | \$13.07                                 | \$13.60                             |

Notes: -The wage rates shown above for the Janitor position include any and all shift premiums.

-New hires shall start at \$3 pr/hr less than the above rates and will receive \$1 pr/hr increases annually until at the applicable regular rate

-The 2014 wage rates shown above shall be effective on the ratification of the parties which was completed the evening of July 22, 2014.

-The 2015 wage rates shown above is tied to health care increase being no more than 15%.

Section 9: Trainee All, new employees hired into the bargaining unit shall complete

the following steps in pay increases when Management determines that said employee has acquired the job skills and work habits necessary to achieve the next level of compensation. If Management determines that employee job performance is not adequate to attain the next level of the wage scale, Management shall provide written explanation citing examples of deficiencies to the employee and Chapter Chair.

- Step 1: \$1.00 below wage scale  
The following increases shall take place automatically after the periods of time indicated below unless Management notifies the Union. If Management determines there is a problem at any time, a written review will be done and a meeting held with the Supervisor detailing steps needed to be taken to be taken to improve job performance in order to achieve the next step.
- Step 2: \$0.50 below wage scale six (6) months after date of hire.  
Step 3: \$0.25 below wage scale nine (9) months after date of hire.  
Step 4: Wage scale for job classification as outlined in current AFSCME agreement one (1) year after the date of hire.

Section 10: Licenses/Endorsements The parties agree, based on their understanding that the Employer has the ability to administer discipline, up to and including termination, and that the Union has the ability to grieve such discipline, to revise this section as follows:

- (a) There shall be no pyramiding of licenses. For example, D-3 replaces D-4. Certain license incentives shall be available across classifications, if applicable, by mutual agreement of the Employer and the Union. In the event state or federal regulations mandate changes in licensing, incentives shall be subject to negotiation.
- (b) Hourly rates for all classifications except Light Equipment Operator, Janitor, and Laborer include \$0.40 consisting of CDL B (\$0.20), N (tanker) Endorsement (\$0.10), and Airbrake Endorsement (\$0.10). All new employees, except Light Equipment Operator, Janitor, and Laborer, who are hired but do not have the above noted CDL licenses or endorsements will be hired at an hourly rate \$0.40 below the appropriate starting salary or step for that classification and will have the probationary period (six (6) months) to obtain these licenses.
- (c) Operators may be paid for additional licenses above their classifications at the rate of \$0.10 for each, additional, water license and \$0.30 for the wastewater licenses. Operators will be required to complete one classification rather than two increases in one side.
- (d) Additional licenses for the mechanic that benefit the City's operations

will be considered as “add ons” or “incentives” at the rate of \$0.05/license.

- (e) Additional licenses for other job classifications that benefit the City’s operations will be considered as “add ons” or “incentives” at the rate of \$0.10/license.
- (f) Once an employee has acquired a specific license or endorsement as outlined in subsections (a), (b), (c) and/or (d) of this section, he will be required to maintain it.

If an employee does not maintain a license or endorsement, or loses or is restricted in the use of such a license or endorsement, the employee shall, at a minimum, lose any wages associated with the license or endorsement while it is not in full effect.