

COLLECTIVE BARGAINING AGREEMENT

**BETWEEN
CITY OF JOLIET
AND
AFSCME LOCAL 440**

JANUARY 1, 2025 to DECEMBER 31, 2028

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PREAMBLE

THIS AGREEMENT is made and entered into this 20 day of May, 2026 by and between the **CITY OF JOLIET**, an Illinois municipal corporation (hereinafter referred to as the "City "), and **LOCAL 440/COUNCIL 31 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES**, AFL-CIO, an Illinois labor organization (hereinafter referred to as the "Union").

ARTICLE I

UNION RECOGNITION AND SECURITY

SECTION 1

The City recognizes the Union as the sole and exclusive bargaining agent with respect to salaries, wages, hours of work and other conditions of employment for all full-time/part-time permanent, non-probationary employees, regularly classified as indicated in Appendix "A1" of this Agreement.

SECTION 2

In the event that the City creates any new job classification for full-time permanent employees, consisting of a significant part of the duties of an existing bargaining unit classification, the City shall notify the Union thirty (30) days prior to the permanent establishment of said position for the purposes of:

(a) Determining whether or not the classification in question is to be part of the bargaining unit.

(b) Further, establishing pay grades for those classifications determined to be part of the bargaining unit.

(c) Further, when a classification is determined to be a part of the bargaining unit, the filling of said position shall be in accordance with established bidding and seniority provisions of this Agreement.

(d) If no agreement is reached as to whether the classification is appropriately a part of, or not a part of, the bargaining unit, the City shall notify the Union in writing of its intention to establish the classification. The Union shall have ten (10) working days, upon receipt of such written notice to appeal the decision of the City. The appeal shall be made in accordance with Article V, Steps 3 and 4 of this Agreement.

SECTION 3

The City recognizes the integrity of the bargaining unit and will take no action directed at eroding it.

SECTION 4

Employees shall be eligible to join the Union from the first day of employment.

SECTION 5

All newly hired Employees, including rehired Employees and Employees transferred into position classifications represented by this Union, shall be considered as Probationary Employees and must successfully complete a one-year Probationary Period before attaining permanent status. During the Probationary Period, the Probationary Employee may be disciplined, discharged, laid off, or otherwise dismissed at the sole discretion of the City and neither the reason for nor the disciplinary action may be the subject of a grievance. However, during the Probationary Period the Employee will accrue seniority and be eligible for all the rights of this Agreement except the

grievance procedure as stated above. Eligibility for all other benefits afforded new Employees will not be affected and remain as has been the practice of the parties.

ARTICLE II

MANAGEMENT RIGHTS

SECTION 1

Except as specifically limited to the express provision of this Agreement, the City retains exclusively the right to manage and direct the affairs of the City in all of its various aspects and to manage and direct its employees, including but not limited to, the following: To plan, direct, control and determine the methods, means, organization and number of personnel by which such operations and services shall be performed; to change or eliminate existing productivity standards, methods, materials, equipment and facilities and/or to introduce new or improved ones; to determine whether goods or services shall be made, performed, or purchased; to determine what services and operations shall be performed by the City or whether they shall otherwise be serviced, operated or performed, and to determine their nature; to establish, schedule and change the hours of work; to assign employees to shifts and determine the amount of work needed; to hire, promote, demote, transfer, suspend, discharge or otherwise discipline employees; to make and enforce work rules, and to layoff or relieve employees due to lack of work or funds or for other legitimate reasons.

SECTION 2

Nothing in this Agreement shall be construed as delegating to others the authority conferred by law on the City, or in any way abridging or reducing such authority.

SECTION 3

The City shall continue to retain and exercise management rights and privileges established and defined by law, except as otherwise provided for in this Agreement. The rights of Employees in the bargaining unit and the Union hereunder are limited to those specifically set forth in this Agreement, and the City retains all prerogatives, functions and rights not specifically limited by the terms of this Agreement. The City shall have no obligation to negotiate with the Union with respect to any such subjects or the exercise of its discretion and decision-making with regard thereto, any subjects covered by the terms of this Agreement and closed to further negotiations for the terms hereof, and any subject which was or might have been raised in the course of collective bargaining but is closed for the term hereof.

SECTION 4

This Agreement shall be construed as requiring the City to follow the provisions of this Agreement in the exercise of the authority conferred upon the City by law.

ARTICLE III
DISCRIMINATION

SECTION 1

Neither the City nor the Union shall discriminate against any Employee on account of race, color, religion, national origin, sex, disability, political affiliation, age or marital status.

SECTION 2

The City shall not discriminate against, interfere with, restrain or coerce Employees because of lawful activities on behalf of the Union, or because of their exercise of any rights granted by this Agreement.

SECTION 3

In a community such as ours, there are certain regulations which govern the conduct of Public Employees, just as there are regulations covering citizens in the community in which we live. These regulations have been established to assure uniform administration of discipline and to end political patronage for City jobs which undermines the morale of those Employees who are doing an effective job, and which undermines the public confidence as well. Accordingly, Employees shall not be demoted, discharged or otherwise disciplined because of their political affiliation or lack of political affiliation.

SECTION 4

The City agrees to take no action which would discourage an Employee from joining the recognized Union at any time.

SECTION 5

The Union agrees to take no coercive action against an Employee who refuses to join the Union.

SECTION 6

All persons hired on or after February 17, 2016 shall, as a term and condition of employment, reside within the corporate limits of the City of Joliet or within 50 miles of the intersection of Essington Road and Jefferson Street within eighteen (18) months of initial employment and shall retain these residency requirements until their 20th anniversary. Any employee who attains their 20-year anniversary date of employment with the City shall not thereafter be required to maintain these residency requirements.

Employees covered by this Agreement hired before February 17, 2016 shall be excluded from this residency requirement.

ARTICLE IV

UNION SECURITY

SECTION 1 *Union Presentation at Orientation*

(a) By mutual arrangement regarding time and place with the Employer, the Union shall be allowed to orient, educate and update each employee for up to one (1) hour for the purpose of informing employees of their rights and obligations under this collective bargaining agreement and without loss of pay for the employees involved. A maximum of one (1) Union representative shall be released from duty, with no loss of pay, in order to conduct the orientation. New hires shall be included in such orientation as soon as possible, but not later than one (1) month from their initial date of employment.

(b) The Employer shall provide the Union with the names of new Employees, home address, job title, worksite location, work telephone number, identification number, if available, date of hire, work email address, any home and personal cellular telephone numbers on file with the employer, and any personal email addresses on file with the employer within ten (10) working days, after the new Employees report for duty. Such information shall be provided in Excel or other format as specified by the Union.

SECTION 2 *Union Withholding*

(a) The Employer agrees to deduct from the pay of those who individually request it any or all of the following within thirty (30) days of notice of authorization, and in accordance with the terms of an employee's written authorization:

- (1) Union membership dues, assessments, or fees;
- (2) Union sponsored benefit programs;
- (3) PEOPLE contributions (Public Employees Organized to Promote Legislative Equality)

Requests for any of the above shall be made on a form provided by the Union.

(b) Upon notification from the Union, such deduction shall be withheld from each regular payroll paycheck and remitted to the Union at the address designated, in writing, to the Employer by the Union. The Union shall advise the Employer of any increase in dues or other approved deductions in writing at least fifteen (15) days prior to its effective date.

(c) Employees wanting to revoke dues authorizations must be directed to the Union by the Employer. The Union will process the request and notify the Employer of the revocation.

The Union Treasurer shall certify, to the Employer, the amount of the monthly dues, required for membership in the Union.

This Section is pursuant to 50 ILCS 125/0.01 et. Seq. The Union shall indemnify, defend and hold the City harmless against any claim, demand, suit or any form of liability arising out of or by reason of any actions taken in seeking to comply with this Section.

SECTION 3 *Information to the Union*

The Employer will provide bargaining unit lists and employee contact information to the Union once per payroll period (but in no case less than once per month) in Excel or other format as specified by the Union. The information must include name, home address, job title, worksite location, hourly rate, work telephone numbers, identification number if available, date of hire, work email address, any home and personal cellular telephone numbers on file with the Employer, and any personal email addresses on file with the Employer.

SECTION 4 *Employer Neutrality*

(a) The Employer shall not discourage employees or applicants from becoming or remaining Union members or from authorizing dues deductions.

(b) All inquiries about Union membership shall be referred to the Union, except the Employer may communicate with employees regarding payroll procedures.

(c) The Employer will establish and make a good faith effort to implement a policy to prohibit and block the use of its email system by outside third parties to engage in the above-referenced conduct.

ARTICLE V

GRIEVANCE AND ARBITRATION PROCEDURES

SECTION 1 *Definition*

Any grievance or dispute which may arise between the City and the Union, including the application, meaning, or interpretation of this Agreement, shall be settled in the following manner:

SECTION 2 *Grievance Step Sequence*

Step 1

The Union Steward, with or without the Employee or group of Employees, shall take up the grievance(s) or dispute(s) with the Employee's or group of Employees' immediate supervisor within ten (10) working days of its occurrence or learning of the circumstances or conditions which gave rise to the grievance(s), but in no case more than forty-five (45) working days after the circumstances or conditions which gave rise to the grievance(s). Any grievance regarding a pay dispute must be filed with the Employee's supervisor within one (1) year after its occurrence. The supervisor shall reply to the grievance(s) by the end of five (5) working days after the grievance(s) is (are) presented.

Step 2

If the grievance(s) is (are) not resolved in Step 1, or an answer is not given within the time specified, the grievance(s) shall be presented in writing, by the Union Steward or Grievance Committee, to the Superintendent and/or Director of the Department within five (5) working days after the Supervisor's Step response, or the day such reply was due, whichever occurs first, excluding holidays and the Supervisor's and employee's days off. Within seven (7) working days after having received the grievance(s), the Superintendent and/or the Director of the Department shall respond to the Union Steward of the Union Grievance Committee in writing.

Step 3

If the grievance(s) remain(s) unadjusted, the Union Grievance Committee shall, within five (5) working days following receipt of the written response from the Superintendent and/or the Director of the Department, file a written request to meet with the City Manager. The City Manager shall schedule a meeting within five (5) working days upon receipt of the Union's request to meet. At this meeting, the Union shall, if necessary, have legal counsel, State or International Representation, and the Employee(s) on whose behalf the grievance is filed. The City Manager shall, if he/she desires, have legal counsel and/or the supervisory personnel that are involved in the dispute(s), and all previous written grievances, documents, and dispositions of previous meetings. Within ten (10) working days after such meeting is held, the City Manager shall answer the grievance(s) in writing to the Union Steward or the Union Grievance Committee.

Step 4

If the grievance(s) remain(s) unadjusted, the Union may within thirty (30) business days from the receipt(s) or statement(s) of the City's position(s) following the Step 3 meeting, file a written notice requesting binding arbitration between the Union and the City. Representatives of the Union shall contact the City to attempt to select an arbitrator. If the parties are unable to agree

on an arbitrator within ten (10) working days, the parties shall request the Federal Mediation and Conciliation Service to submit a list of seven (7) arbitrators. The parties shall alternately strike the names of three (3) arbitrators, taking turns as to the first strike. The person whose name remains shall be the arbitrator, provided that either party, before striking any names, shall have the right to reject one (1) panel of arbitrators. The arbitrator shall be notified of his/her selection by joint letter from the City and the Union, requesting that he/she set a time and place for the hearing, subject to the availability of the City and Union representatives and shall be notified of the issue where mutually agreed by the parties. No arbitrator shall have the authority to add to, subtract from, or change any terms of the Agreement. If both parties agree in writing, more than one grievance of a different type of subject may be submitted to the same arbitrator, who shall be so advised. The decision of the arbitrator in all cases shall be final and binding on all parties.

SECTION 3 *Expenses of Arbitration*

(a) Meetings involved in the grievances and arbitration procedure shall be held on City property during working hours and without loss of pay.

(b) The fees and expenses of the arbitrator shall be shared equally by the City and the Union.

(c) Each party shall be responsible for compensating its own representatives and witnesses, as well as the costs of transcripts and related expenses incurred as the result of its own request.

SECTION 4 *Time Limit for Filing*

(a) No grievance shall be entertained or processed unless it is submitted within the time frames outlined herein.

(b) If a grievance is not processed by the Union within the time limits, it shall be considered withdrawn without precedent or prejudice.

(c) If the grievance is not answered by the City within the time limits, it shall be considered denied and will automatically go to the next step.

(d) The Union may withdraw a grievance at any step without precedent or prejudice.

(e) The time limits at each step may be extended by mutual agreement of the parties and shall be in writing.

SECTION 5 *Representatives at Grievance Meetings*

The Union shall not be represented by any more than two (2) representatives, who are City employees, in meetings held in accordance with Step 1 through Step 2; and no more than five (5) representatives who are City employees, in meetings held in accordance with Step 3 through Step 4. This will not limit the number of representatives the Union may have in attendance, who are not City employees. Union representatives and Employees directly involved in the grievance(s) being arbitrated shall be excused from duty.

SECTION 6 *Business Days Defined*

For the purposes of this Article only, business days shall refer to weekdays (Monday through Friday) exclusive of any days for which participants to a particular Step of this procedure shall be on an excused absence, including holidays, scheduled days off, vacations, illness or incapacitation, or official business away from the City.

ARTICLE VI

GENERAL CONDUCT AND DISCIPLINE

SECTION 1

As members of the public service, public employees must conduct themselves on the job in a manner so as to bring credit upon the service and shall abide by all rules and regulations of the City of Joliet, the State of Illinois and the United States of America.

SECTION 2

It is the intent of both the City and Union to herein develop a mutually agreed upon method of discipline which recognizes the rights of both the City and the Employee.

SECTION 3

Both the City and the Union agree with the tenets of progressive and corrective discipline imposed for just cause. Formal disciplinary action shall consist of the following measures, a record of which shall become a part of the Employee's official personnel records:

(a) An Employee's immediate supervisor shall have the right to immediately send an Employee home without prior notice in the event the Employee is involved in alleged inappropriate conduct. The Employee shall remain in paid status during this time, and such action shall not be considered disciplinary in nature.

(b) Oral Reprimand, which shall cite, as a minimum:

- (1) The date of the offense;
- (2) The nature of the offense;
- (3) The name of the individual;
- (4) The name of the supervisor imposing the discipline; and
- (5) The date discipline was imposed.

(c) Written Reprimand, which shall, as a minimum, contain the elements of information listed in Section 3(a) above, expanded to include all necessary elements appropriate to substantiate the discipline imposed.

(d) Suspension shall be recorded as outlined above, and include the duration of the suspension, appropriate to the offense. Suspensions may be imposed up to the maximum indicated below:

- (1) Less than eight hours - Immediate Supervisor
- (2) Less than five days - Division Superintendent
- (3) Less than four weeks - Department Director

Employees may, at their option, forfeit accrued vacation or compensatory time to cover up to five working days that they are on a suspension. Employees who forfeit their accrued vacation or compensatory time will be required to report to work during those suspension days.

(e) Dismissal may follow from:

- (1) The result of discipline outlined above; or
- (2) Conviction of off-duty felony by a court of competent jurisdiction; or
- (3) Substantiation of any on-duty offense, which if tried in a court of competent jurisdiction, would be classified a criminal act under law.

SECTION 4

The City Manager or his designated representative may suspend an Employee for up to thirty (30) working days pending the decision whether or not charges for discharge shall be filed against the Employee, and such matters shall be spelled out in writing.

SECTION 5

In the event an Employee is disciplined, and is subsequently exonerated of the offense, any information related to the offense shall be removed from all City records, and the Employee shall be reimbursed for any pay or fringe benefits lost as the result of such action.

SECTION 6

The City, if it intends to investigate an Employee for discipline, shall inform the Employee and the Union of its intention to do so, in writing, within fifteen (15) calendar days after the occurrence of the offense or after the City becomes aware of the offense, except for those instances outlined in Section 3(e)(2) and (3) above or offenses that have been subject to a criminal investigation. The City will further notify both the Employee and the Union of its intent to issue discipline within forty-five (45) calendar days after the occurrence of the offense or after the City becomes aware of the offense, except for those instances outlined in Section 3(e)(2) and (3) above or offenses that have been subject to a criminal investigation. The City may extend this timeline an additional 15 calendar days with the approval of the City Manager or their designee and with written notification to the Union and the employee explaining the reason for the extension. Additionally, the City may extend the timeline with written notification to the Union and the employee if a witness is unavailable to be interviewed, in which case the timeline shall be extended an additional 7 calendar days from the date the witness becomes available. In cases of Oral or Written reprimands, the Supervisor must inform the Employee that he/she is receiving an Oral or Written reprimand and of their right to Union representation which shall be provided if so requested. The Employee shall also be given reasons for such discipline, including any names of witnesses and copies of pertinent documents.

SECTION 7

If the City has reason to discipline an Employee, it shall do so as expeditiously as possible and in a manner which shall not belittle the Employee before other Employees or the public.

SECTION 8

Prior to notifying the Employee of the contemplated measures of discipline to be imposed, the City shall meet with the Employee involved, and Union representative if the Employee desires, and inform the Employee as to the reasons for such contemplated action, including the names of witnesses and copies of pertinent documents, if any. The Employee and/or the Union on the

Employee's behalf shall have the opportunity to rebut or clarify the accusations or allegations, before the disciplinary measures are imposed.

SECTION 9

In the event disciplinary action is taken against an Employee, the City shall promptly furnish the Employee and the Union in writing a clear and concise statement of the reasons therefor. The measure of discipline and the statement of reasons may be modified, especially in cases involving suspension pending discharge, after the investigation of the total facts and circumstances.

SECTION 10

Once discipline has been imposed for a given offense, the City may lessen but shall not increase any related measures.

SECTION 11

The Employee shall be entitled to the presence of a Union representative at a disciplinary interview or investigation, if the Employee has reasonable grounds to believe that the interview or investigation may result in the imposition of disciplinary measures.

SECTION 12

No disciplinary action shall become a formal part of an Employee's official personnel file, unless the Employee and the Union have been furnished a written copy of such action, which shall bear the Employee's signature. If the Employee refuses to sign such acknowledgment of discipline, such refusal shall be noted on the document and attested to by both the City and the Union.

SECTION 13

If eighteen (18) months or more for oral or written reprimands, or three (3) years or more for suspensions, have elapsed between disciplinary actions against an Employee, the previous actions, while still remaining recorded in the Employee's file, shall have no effective influence in future consideration of disciplinary actions by the City, and the formal disciplinary cycle shall begin again for the Employee.

SECTION 14

No Employee shall be required to undergo a polygraph examination as a condition for retaining employment with the City in non-criminal matters, nor shall the Employee be subject to discipline for the refusal to take such examination in non-criminal matters.

ARTICLE VII

UNION REPRESENTATION

SECTION 1

Employees, union stewards and Local Union Executive Board members shall be allowed reasonable time off with pay during working hours to file, investigate and process grievances, provided that such activity does not substantially interfere with the City's operations. No Employee or Union representative shall leave his/her work to file, investigate or process grievances without first receiving permission from his/her supervisor which permission will not be unreasonably withheld. In addition, Employees shall, after giving appropriate notice to their supervisor, be allowed reasonable time off with pay during working hours to attend grievance hearings, labor/management meetings or meetings called (or agreed to) by the City, if such Employees are entitled or required to attend such meetings by virtue of being Union representatives, stewards, witnesses, or grievants and if such attendance does not substantially interfere with the City's operations. Time off with pay shall not include time spent during non-working hours of the Employee or Union representatives.

SECTION 2

Authorized staff representatives of AFSCME shall have reasonable access to facilities of the City for the purpose of participating in labor/management meetings, investigating grievances, attending grievance hearings and for other reasons related to the administration of this Agreement, provided that such staff representatives shall provide notice to the department head or his/her designee before arriving at a facility.

SECTION 3

In the event of confirmed operational emergencies which preclude the attendance of Union representatives at scheduled meetings, the Union shall contact the City on the next working day to reschedule the meeting for a time mutually agreed upon by both parties.

ARTICLE VIII

OFFICIAL INDIVIDUAL EMPLOYEE RECORDS

SECTION 1

Human Resources shall keep and maintain an official personnel file for Employees, which shall be the sole basis for formal actions undertaken by the City with regard to the Employee. The Employee and, with the Employee's written consent, a Union representative may examine the personnel file so maintained. Such examination may be conducted during the working time of the Employee provided the Employee obtains the permission of his/her immediate supervisor to leave the work assignment. Such permission shall not be unreasonably withheld.

SECTION 2

Detrimental information concerning non-merit factors not related to the performance of job duties shall not be placed in an Employee's personnel file, nor be placed in a supervisor's working file so maintained for the Employee.

SECTION 3

Human Resources shall keep and maintain an official finance record for Employees. An Employee shall have the right to review his/her time and pay records on file with the Employer, after arranging for such review with Human Resources.

ARTICLE IX

VACATIONS

SECTION 1

Each Full-Time Employee shall accrue Vacation Leave on a monthly basis up to a maximum of one and one-half (1½) times the Employee's annualized rate as follows:

<u>MONTHLY VACATION LEAVE ACCRUAL RATE</u>	
City Seniority	Hours of Vacation Leave
Date of Hire to 5th Anniversary	6.67
5th Anniversary to 12th Anniversary	10.00
12th Anniversary to 20th Anniversary	13.33
After 20th Anniversary	16.67

New employees shall be frontloaded forty (40) hours of vacation leave upon hire and shall begin accruing vacation leave after their sixth month of employment.

SECTION 2

After December 31st of each year, all vacation leave in excess of 1.5 times the employee's annual maximum accrual shall be forfeited. Each Employee who exceeds the maximum limit on vacation accrual due to operational necessities of the City and/or proven personal emergencies shall not be required to forfeit the monthly vacation accrual above the maximum limit.

SECTION 3

If Employees retire, resign, are discharged or take a leave of absence, they shall receive their accrued Vacation Leave in either:

- (a) Total time off with pay; or,
- (b) Total lump sum payment; or,
- (c) A combination of time off and payment for their unused vacation balance from previous years, at the Employee's discretion. Payments under this clause shall be at the Employee's current rate of pay.

SECTION 4

A vacation schedule for all Employees of the Union shall be posted on all bulletin boards, as of January 1st of each year.

SECTION 5

Vacations shall be drawn by seniority, with the exception that those Employees who have not signed for their vacations by March 15th, shall not be allowed to "bump" those of less seniority

who have signed for their vacation by February 15th each year, for that period of days which they have designated.

SECTION 6

Vacation Leave shall be taken on days that would be the Employee's normal workdays.

ARTICLE X

HOLIDAYS

SECTION 1

Holidays with pay at the regular rate of pay for both full and part time employees shall be:

New Year's Day	Columbus Day
Martin Luther King Day	Veteran's Day
Presidents Day	Thanksgiving Day
Good Friday	Friday after Thanksgiving Day
Memorial Day	Election Day
Independence Day	Christmas Day
Labor Day	

If any other bargaining or non-bargaining units receive an additional Holiday, not including Birthday Holiday, it will be added to the list of agreed upon Holidays with pay at the employee's regular rate of pay.

SECTION 2

Should any of these holidays fall on a Sunday, Monday will be considered to be the holiday. Should any fall on a Saturday, Friday shall be considered to be the holiday.

SECTION 3

Whenever an Employee is required to work during their normally scheduled work hours on a holiday, the Employee shall be paid a rate of double time during those hours worked, in addition to the holiday pay provided in Section 1. If the Employee works hours outside of his/her normal scheduled work hours (e.g., before or after shift), those hours shall be paid at triple time, in addition to the holiday pay provided in Section 1.

SECTION 4

For purposes of Holiday compensation, Employees engaged in continuous operations shall observe the holidays on their calendar dates. Should any of these days fall while these Employees are on their vacation or during their scheduled days off, they shall receive compensation according to one of three methods:

(a) The first method of compensation is payment of eight (8) hours straight time pay to the Employee during the pay period when the holiday occurs; or

(b) The Employee may receive an additional eight (8) hours paid time off, which may be added to the Employee's Vacation Leave. This compensatory day shall be taken during the calendar year in which it is earned; or

(c) The Employee may elect to treat this compensatory day as a Personal Leave day as indicated in Article XVII, Section 8 of this Agreement. The Employee must meet the criteria for being granted a Personal Leave Day. However, the compensatory time would be used in lieu of

accrued Sick Leave. In no case may the Employee be granted more than two (2) Personal Leave Days in a calendar year.

If an Employee desires to change the method of being compensated for compensatory time prior to the time that paid time off has been granted or cash payment has been made to the Employee, the method may be changed with the approval of the Employee's supervisor. This approval may only be withheld for operational reasons.

SECTION 5

For purposes of Holiday compensation, Part-time Employees who work on any of the holidays listed in Section 1 above, shall be compensated at a rate of one and one-half times their normal hourly rate.

ARTICLE XI
HOURS OF WORK

SECTION 1

The regular hours of work each day shall be consecutive except for interruptions for lunch periods. References to consecutive hours of work in the balance of this Article shall be interpreted generally to exclude lunch periods. Lunch periods shall be thirty (30) minutes in duration except for clerical Employees in City Hall who shall receive a sixty (60) minute lunch period. Employees will receive no pay for lunch periods. Shift workers (Employees involved in continuous operations) shall eat at a time convenient for them within their eight (8) hour work shift.

In the office of Customer Services, there will be two alternate shifts created with each shift being staffed by two (2) Clerk Typists. The first shift will be from 7:30 a.m. - 4:00 p.m. The second shift will be from 8:30 - 5:00 p.m. Shifts will be offered first to those Clerk Typists holding the most seniority within the Division. If any shift is not fully allocated, then shifts will be assigned by the manager in reverse seniority within the Division. After the initial implementation of shifts, shifts will be reset annually each April 1st. If someone on an alternate shift leaves throughout a year, then those most senior will have the first opportunity to fill that shift. If no one fills that vacated shift, then it will be assigned to the least senior Clerk Typist not currently on an alternate shift as per Article XVI Section 22. Any shift trades must be approved in advance with the manager in charge.

SECTION 2

The work week shall consist of five consecutive eight hour days, Monday through Friday, inclusively except for Employees in continuous operations discussed below.

SECTION 3

Eight (8) consecutive hours of work within a single twenty-four (24) hour period, beginning at 8:00 a.m. for all Employees except continuous shift Employees, shall constitute the regular workday (duty day). The regular workday shall end at 4:30 p.m. for City Hall Employees. Seasonal adjustments to these times, for specified periods to meet operational requirements, shall be mutually agreed upon by the Union and the Departmental management concerned.

SECTION 4

Employees engaged in continuous operations are defined as being any Employee or group of Employees engaged in an operation for which there is regularly scheduled employment for twenty-four hours a day, seven days a week.

SECTION 5

Employees' work schedules shall be posted on the department/division bulletin board at the Employees' main work location at all times. Schedule changes for continuous operation Employees shall be jointly worked out by the City and the Union before changes are made. If, after reasonable efforts, the City and the Union cannot reach agreement and the City, if forced because of service to the public, the change may be made but also may be grieved. Every effort shall be made on the part of the City Manager and the Union to have uniform scheduling of continuous operation Employees within the same department/division.

Management shall post three (3) weeks of schedules at a time for continuous operations employees. After the schedule is posted, management may adjust the schedule due to staffing or operational needs.

SECTION 6

Employees called back to work between their normal quitting time and the time four hours prior to their normal starting time shall receive four hours pay at the rate of time and one-half. If employees are called back to work during the period of time between four hours prior to their regular starting time, they shall receive pay at the rate of time and one-half for the hours between the call back time and their normal starting time. Employees called back to work at any time prior to the period of time two hours prior to their regular starting time, shall be guaranteed two hours of overtime pay. If employees work beyond their regular workday (i.e., not called back), they shall receive time and one-half for all hours worked.

For the purposes of this provision, an Employee shall not be deemed to be actually working until the Employee physically reports to the job site or the City facility or location designated by the person making the callout. Provided, however, a Foreman that is directed to assemble a crew shall be deemed to commence actual work upon accepting the callout assignment and begins making calls to assemble a crew. Provided, further, that the Employee's entitlement to either two hours or four hours of minimum Callout Pay as set forth in the preceding paragraph shall continue to be controlled by the time of the Callout to the Employee and not the time the Employee actually commences work.

SECTION 7

All Employees' workdays or shift days shall include two fifteen-minute rest periods—one in each half workday or shift day. The rest period shall be observed as close to the middle of each half workday or shift day as possible; however, worksite supervisors shall determine when it shall be taken so as not to interrupt an ongoing operation. If the break cannot be taken because of an ongoing operation, the Employee shall take the break after the operation is complete. Employees who, for any reason, work beyond their regular quitting time into the next shift shall receive a fifteen (15) minute rest period before they start to work on such next shift. In addition, they shall be granted the regular rest periods that occur during the shift.

SECTION 8

(a) Meal Periods Each Employee shall be granted a meal period during each work shift or regular workday. The Employee's meal period shall be scheduled as near as possible to the middle of the employee's shift or workday.

(b) Overtime Meal Reimbursement The City shall reimburse each Employee who works overtime the price of a meal, up to a maximum of \$20.00 per meal, as specified below:

- (1) When the Employee is called out and works at least two (2) hours immediately preceding the employee's regularly scheduled shift.
- (2) When the Employee is held over and works at least two (2) hours immediately following the employee's scheduled quitting time and for each additional four (4) hours of overtime work performed thereafter.

- (3) When the Employee works a minimum of four (4) hours callout overtime.
- (4) When the Employee is scheduled to and works eight (8) hours of overtime on the Employee's regularly scheduled day off work. The employee shall receive one (1) meal reimbursement for the first eight (8) hours and a meal reimbursement for two (2) additional hours and another meal reimbursement for each four (4) hours worked thereafter.

(c) Overtime Meals Meal amounts shall be included on the paycheck as a taxable item with no receipts required. Each Employee who is eligible for meal reimbursement under this Section and who is not able to leave the work site may have the meal delivered to the work site.

ARTICLE XII

OVERTIME

SECTION 1

Eight (8) hours shall constitute a regular workday and forty (40) hours a regular work week.

SECTION 2

Time and one-half the regular rate shall be paid for all work in excess of eight (8) hours in any twenty-four (24) hours and/or in excess of forty (40) hours in any week.

SECTION 3

Time and one-half will be paid for all non-scheduled work performed on a Saturday or Sunday.

SECTION 4

Overtime hours shall be distributed as equally as possible to Employees working within the same division and within the same classification, job title, or description of duties, as listed in the Public Administration Services (PAS) report of 1963, or as subsequently amended and/or approved by the City Council. Employees in the higher classifications shall not be called out to perform work normally considered the duties of lower classifications unless there are not enough lower classified Employees willing to perform the work. On each occasion, the opportunity to work overtime shall be offered to the Employee within the division as stated in Section 6 of this Article, who has the least number of overtime credit hours tabulated at that time. Charged but un-worked overtime shall be listed separate from worked overtime with pay on the overtime credit sheet but shall be totaled as one. If Employees do not accept the assignment, they will be credited with the unpaid time and this time will be charged as worked overtime on the posted overtime sheet each month with the stipulation that on each occasion the opportunity to work overtime shall be offered to the employee with the least number of overtime hours to their credit. Personnel making calls for Employees to work under this Article shall be required to let the phone ring ten (10) times counted as buzzed in the receiver or until the call enters voicemail or other automated answering system, whichever occurs first. If there is no answer, they may go to the next Employee with the least amount of overtime hours. The Employee or the Employee's representative called must refuse or accept overtime before worked or un-worked hours can be charged against the Employee. If the Employee called was reported to be ill or injured at the time of call-out, the time credited to that Employee as unworked overtime shall be removed from the Employee's credit upon presentation of medical verification of such incapacity, i.e., prescription or physician's statement. A record of overtime hours worked or un-worked, by each Employee shall be posted each month on all division bulletin boards, with the exception of those divisions in Section 5 of this Article. Callout overtime work only shall be voluntary and there shall be no discrimination against any Employee who declines to be called out to work overtime.

Each Employee may be required to perform holdover overtime work at the end of the Employee's shift under emergency conditions, i.e., required work that cannot be performed during the regular shift, when required by the City to do so.

SECTION 4A

Overtime Callout When determining the amount of overtime, a new hire or an Employee transferring into a division has for the purpose of determining where the Employee is placed on the overtime call-out list, the average overtime of the Employees in the concerned job classification within that division shall be utilized to place the concerned Employee in the appropriate position on the call-out list.

SECTION 5

Overtime for Sewage Treatment Plant because of their twenty-four (24) hour operation shall be as follows: Employees not relieved at the end of their shift will have the option to split the shift, (four hours each) with another Employee of the same job classification to work the eight-hour shift. Overtime, as stipulated in Section 4 of this Article, shall not apply to the Employees in this Section. An Operator I at a Sewage Treatment Plant may fill in as Operator II during Operator II vacations, leaves or when Operator II is not available to work.

SECTION 6

Divisions of Departments under this Article are as follows:

- Water Distribution
- Water Production
- Sewage/Wastewater Treatment
- Sewage/Wastewater Collection
- Roadways
- Engineering
- Parking
- Customer Service
- Accounting
- Purchasing
- Police Records, Communications, Administration, Investigation and Operations
- Building and Grounds
- Information Technology
- Neighborhood Services
- Inspection Services
- Planning
- Fleet Services
- Electric Division

If Division or Department titles change, or if some are deleted, they shall be automatically included in this Section.

SECTION 7

The City shall not be required to call out Employees low on the overtime lists to work overtime hours that are required because of an ongoing work project. Employees working on the project as part of their regular workday or work shift have the option to continue on overtime regardless of their position on the overtime list.

SECTION 8

Any employee who has worked more than sixteen (16) hours in a 24-hour period may be relieved from duty and have eight (8) consecutive hours of rest and will be exempt from call back. If any portion of the eight hours of rest is within the hours of the employee's normal work shift, they shall be paid his or her regular salary (straight time compensation, no additional compensation) during that portion of the time off. No compensation will be made for the portion of the eight (8) hours off outside of the employee's normal work shift. If the eight (8) consecutive hours off ends within the employee's normal work shift, and the employee wishes to take the remainder of the workday off and not return to work, then available banked time shall be utilized for the balance of the normal work shift. Employees working into their normal shift under emergency conditions will be compensated an additional 1 ½ hours for all hours worked until relieved by their supervisor.

SECTION 9

Emergency work schedules shall be based upon the practice of distributing overtime as equally as possible to Employees in the same job classification and division as outlined elsewhere in this Article.

SECTION 10

Employees may accrue a maximum of two hundred forty (240) hours of compensatory time. One hundred (100) hours may be accrued at the Employee's option and the remaining one hundred forty (140) hours shall only be accrued after mutual agreement between the Department or Division Head and the Employee. Employees may, at their option, cash out up to two weeks' compensatory time each year.

ARTICLE XIII

WAGES AND LONGEVITY

SECTION 1 *Base Salary Schedule*

(a) For calendar year 2025, Employees shall be compensated on an annual basis in accordance with Appendix "B/C". - Effective 1/1/25: 3.25% increase..

(b) For calendar year 2026, Employees shall be compensated on an annual basis in accordance with Appendix "B/C". - Effective 1/1/26: 3.25% increase.

(c) For calendar year 2027, Employees shall be compensated on an annual basis in accordance with Appendix "B/C". - Effective 1/1/27: 3.25% increase.

(d) For calendar year 2028, Employees shall be compensated on an annual basis in accordance with Appendix "B/C". - Effective 1/1/28: 3.25% increase.

Employees who were employed on the ratification date or who were eligible for a pension on the date of their retirement will receive full retro pay unless otherwise agreed by the parties.

SECTION 2 *Longevity Pay*

The wage increase package effective January 1, 1991 is agreed to as a method to solve questions of longevity differentials by making longevity a part of the pay plan and to secure the employees against the rises or changes in economic conditions that did occur during the period of July 1, 1987, through June 30, 1990.

SECTION 3 *Seniority Step Plan*

Employees shall progress through the Seniority Step Plan as follows (effective 1/1/2021):

<u>SENIORITY STEP PLAN</u>			
<u>From Step</u>	<u>To Step</u>	<u>Months in Step</u>	<u>Condition of Graduation</u>
0	18	18	Automatic
18	24	6	Automatic
24	30	6	Automatic
30	48	18	Automatic
48	144	96	Automatic
144	180	36	Automatic
180	240	60	Automatic

Employees hired after May 19, 2026, shall progress through the Seniority Step Plan as follows:

<u>SENIORITY STEP PLAN</u>			
<u>From Step</u>	<u>To Step</u>	<u>Months in Step</u>	<u>Condition of Graduation</u>
0	1	12	Automatic
1	2	12	Automatic
2	3	12	Automatic
3	4	12	Automatic
4	5	12	Automatic
5	6	12	Automatic
6	7	12	Automatic
7	12	60	Automatic
12	15	36	Automatic
15	20	60	Automatic

ARTICLE XIV

POSITION CLASSIFICATION

SECTION 1

Job duties, descriptions, and responsibilities shall be adhered to, as outlined under the Public Administration Service Report of 1963, Job Classification and Title Description, and subsequent job classifications and title descriptions as approved and/or amended by the City Council.

The City and the Union agree that it is to their mutual benefit and sound economic and social goals to utilize the most efficient machines, processes, systems, methods and/or materials. In this way, the City will be able to compete effectively in the marketplace. In order that employees can better prepare themselves for the skill requirements of the future and in its fulfillment of its obligation to provide information to the Union, the City will provide notification to the Union of new technology which may affect the employees. This notification will inform the Union of anticipated schedules of introduction of new technology and will identify areas of skill impacts and any training programs, which may be associated with those impacts. The Union and its representatives will protect the confidentiality of City sensitive and proprietary information disclosed in the notification. The City will provide employees in the affected classification(s) in the bargaining unit the necessary training.

SECTION 2

If either party to this Agreement requests, a meeting shall be scheduled to discuss whether or not position classifications need to be revised or whether new ones need to be created or old ones deleted.

SECTION 3

Employees displaced by the elimination of jobs through job consolidation (combining the duties of two or more jobs) the installation of new equipment or machinery, the curtailment or replacement of existing facilities, the development of new facilities, or any other reason, shall be permitted to exercise their seniority to bump to any other job in which the Employee must be able to demonstrate satisfactory performance within ten (10) days. Management and the Union shall conduct one meeting per week during the ten (10) working days in order to assess the employee's performance. At the employee's request, this decision period shall be extended five working days upon mutual agreement between the City and the Union. The City shall provide a reasonable amount of training to such Employees as an aid to qualifying for positions assumed under the provisions of this Article.

SECTION 4

Any vacancy which occurs due to a promotion, transfer, separation from employment or creation of a new position may be filled initially by the City on the basis of a temporary appointment. During the period of temporary appointment, the position shall be posted on all bulletin boards and a copy of all postings shall be sent to the President of the Union. Employees desiring to transfer to the position shall submit an application in writing to Human Resources.

SECTION 5

The City shall fill the new position classification or the vacant position within twenty (20) days following the expiration date of the posting. The position shall be filled as outlined in Article XVI, but during the ten (10) day period of job posting, Employees who are on vacation during the posting period and do not submit a bid during the posting period shall have the right to bid and be equally considered for the posted position(s) upon their return, if they so desire, provided they return to work within seven calendar days after the closing of the post and submit their bid within two (2) working days of returning to work. If the City decides not to fill the position vacancy subsequent to the expiration date of the posting, the City shall inform both the Union and all applicants of its decision as soon as possible. If the City later decides to fill the position vacancy, it shall be re-post and bid. The City shall inform the President of the Union of the name of the successful applicant after a vacancy has been posted and filled.

SECTION 6

It shall be the policy of the City to promote to supervisory positions of Foreman from the ranks of Employees.

SECTION 7

Promoted Employees shall upon their request at any time up to a maximum of ten (10) working days return to their former position, except newly promoted foreman, who shall have a maximum of thirty (30) calendar days to reach such a decision. At the Employee's request, this decision period shall be extended a maximum of five (5) working days. Employees shall only be allowed one voluntary ten (10) day return within any twelve-month period. Pay for upgrade will be retroactive for all hours worked once employee has accepted the position. If the employee does not accept the new position, they are not eligible for the upgrade pay. If the employee is moved back to their previous position by management or by mutual agreement between management and the employee, the employee will be paid for all hours worked in the position.

SECTION 8

Employees have the right to request voluntary demotion through the job posting process as stated in this Article.

SECTION 9

Employees desiring to transfer laterally to other vacant or new positions of an equal title or pay scale shall submit an appropriate application in writing to Human Resources. The application shall state the reason for the requested transfer.

SECTION 10

If an Employee of Local 440 covered by this Agreement is appointed to an exempt position with the City, that Employee shall retain the following rights:

(a) If the City eliminates the Employee's exempt position, upon mutual agreement between the City and the Union, the Employee shall have the right to return to any vacant position covered by this Agreement which the Employee can perform, as determined by management, and for which the Employee has the appropriate bargaining unit seniority to receive.

(b) If an Employee returns to a bargaining unit position covered by this Agreement pursuant to this Section, the Employee may not recover lost Union seniority while holding the exempt position.

(c) If an Employee is appointed to a second exempt position, this Section will become null and void for that Employee.

ARTICLE XV

TRAINING

SECTION 1

The City shall make every possible effort to provide opportunities for in-service training with departments with the objective of furthering the qualifications of Employees. The Union, in turn, agrees that it shall be the responsibility of the Employees to take advantage of this incentive training. The City shall make available to Employees at least annually, in-service training as relevant to the types of equipment they use in performing their job duties. The City reserves the right to limit the number of Employees who might be involved at any one time in in-service training. The Union agrees to encourage Employees to take advantage of this training. The intent of this program of in-service training for Employees is designed to improve their performance and to assist them in qualifying for promotion. The City will not be expected to provide training in one work division for Employees in another work division.

SECTION 2

The City agrees to compensate all Local 440 Employees at a rate of pay equivalent to one and one-half times their straight time hourly rate as computed on a 40-hour week, for all training, school and courses which any such Employees are required to attend during their off-duty hours, including all time traveling to and from the schooling or courses in an area located over a twenty (20) mile radius from City Hall. Also, the City will reimburse the Employee for all travel expense and room expenses incurred attending such courses or schools.

SECTION 3

(a) Any Employee who holds the position of Wastewater Plant Operator I or II will be compensated on an annual basis for holding a Sewage Plant Operator License according to the following schedule:

<u>Position</u>	<u>License Class</u>			
	Class 4	Class 3	Class 2	Class 1
Operator I	\$831	\$831	\$831	\$831
Operator II	\$1,834	\$1,834	\$1,834	\$1,834

(b) Any Employee who holds the position of Wastewater Plant Operator I must hold at least a Class 4 Sewage Plant Operator License.

(c) Any Employee who holds the position of Wastewater Plant Operator II must hold at least a Class 3 Sewage Plant Operator License.

ARTICLE XVI

SENIORITY

SECTION 1

Seniority, according to this agreement, shall consist of continuous paid service with the City of Joliet in a position covered by this bargaining unit represented by AFSCME Local 440 as provided under this agreement, provided, however, that an Employee's earned Seniority shall not be lost because of absence due to illness or injury as long as they remain in the service of the City in a position covered under this Agreement while on authorized leaves of absence or temporary layoffs. Provided, however, that if Employees sever their service with the City to accept a disability pension and their disability pension is later terminated, and they return to the City's active service, they shall be entitled to their accumulated Seniority which existed at the time they were placed on the disability pension, but they shall not be entitled to seniority credit for the time they were on a disability pension. Provided further, that the seniority credit for the temporary layoff shall be given for one year if Employees do not withdraw their contributions to the Illinois Municipal Retirement Fund. And provided finally, that any Employee who resigns or is dismissed for cause from the City's service shall lose all seniority credit.

SECTION 2

Seniority shall be computed from the date of appointment in a position covered by this Agreement. Employees hired prior to the signing of this Agreement shall have their seniority calculated from their hire date with the City. If more than one person is hired on the same day, then the City Manager and the Chairperson of Executive Board shall establish seniority preference for those so hired by drawing names from a hat containing the names of those persons hired. The first name drawn shall have first seniority preference over the others in the hat; the second name drawn shall have second preference over the others in the hat, and so on. The draw shall be made at the time of hire and their personnel records so noted.

SECTION 3

Only permanent Employees will be eligible for seniority credit Part-time Employees will be eligible for seniority under the part-time seniority agreement only. If a part-time Employee transfers to a permanent position, their seniority will start over in the permanent position.

SECTION 4

Every six months, July 1st and January 1st, the City shall provide Seniority Lists showing the continuous service of each full-time Employee and each part-time Employee to the Union President.

SECTION 5

An Employee's continuous service record, for those Employees covered under this Agreement, shall be broken by voluntary resignation, discharge for just cause, and retirement. However, if Employees return to work in any capacity within one year, the break in continuous service shall be removed from their record. There shall be no deduction from continuous service for any time lost which does not constitute a break in continuous service. Employees rehired shall receive all fringe benefits in accordance with their seniority total including the period they were gone. To be

eligible to claim these fringes, employees must have returned within a year from their severance. Employees may exercise their privilege to claim the fringes only once, that is, an Employee who is rehired a second or third time, and who has already on a previous rehiring, requested fringes on the basis of seniority based on uninterrupted service, will be ineligible to do so again.

SECTION 6

The term promotion, as used in this provision, means the advancement of an Employee to a higher paying position or the reassignment of an Employee, at the Employee's request, to a position the Employee considers to be in his/her best interest regardless of the rate of pay.

SECTION 7

Whenever a position opening occurs, other than a temporary opening as defined below, in any existing position classification or as the result of the development or establishment of a new position classification, a notice of such openings shall be posted on all bulletin boards for ten (10) working days. During this period, Employees who wish to apply for this open position (including Employees on layoff) may do so. The application shall be in writing, and it shall be submitted to Human Resources.

SECTION 8

The City shall fill the opening by promoting from among the applicants the Employee with the longest seniority who is able to satisfactorily perform the position at the time the vacancy is filled.. The Employee who qualifies for the position shall not be required by the City to have more ability than is required for the position in the pay classification and job description, as adopted and/or amended by the City Council.

The applicant awarded the position must demonstrate within ten (10) working days satisfactory performance as determined by management. The Employee may request weekly meetings with management and, if requested, the Union, where the Employee's performance will be assessed. If management determines that the employee is not able to satisfactorily perform the position, it will provide the reasons for that determination to the employee and the Union in writing. If the employee elects to extend this period by 5 working days pursuant to Article XIV, Section 7, the performance assessment period also will be extended by 5 working days.

SECTION 9

Temporary position openings are defined as vacancies that may periodically develop in any position classification for the following reasons that do not exceed the time limits specified below:

(a) Unlimited while the incumbent is absent on Vacation Leave, Sick Leave, Temporary Disability Leave (workers' compensation), Parental Leave, or unpaid Disability Leave.

(b) Up to six (6) months while the incumbent is absent on any other unpaid Leave of Absence.

(c) Unlimited while the incumbent is absent to attend training classes.

(d) Up to thirty (30) calendar days after the incumbent has either been separated from employment with the City or promoted to another position.

- (e) Up to thirty (30) calendar days due to an increase in workload.
- (f) These limits may be extended by mutual agreement of the City and the Union.

SECTION 10

Temporary position openings may be filled by City assignment or reassignment, and the assignment or reassignment shall be made in terms of a promotion based upon seniority and ability to perform the position satisfactorily. Division seniority and ability shall be honored for temporary job appointments only. The order for these appointments shall be Division, then Department and then City-wide within the Union. For purposes of this Section, overall seniority of those Employees in the division will be considered along with ability for temporary job appointments. If Employee transfers following a temporary bid, the open position created by the Employee's transfer may be filled externally, only after the internal bidding process has been completed. The Department Head or designee of the department the employee is transferring out of to fill a temporary position shall have the right to hold the transfer until their job is posted and temporarily filled. Management may post the effected job to be temporarily filled. In the event the City decides to post the effected job, the position shall be posted within five (5) business days unless the City and the Union agree otherwise.

SECTION 11

Temporary assignments may be considered as training assignments by which Employees may obtain experience that will enable them to qualify for future promotions.

SECTION 12

It is the intent of these provisions to prevent the repeated assignments of Employees to job vacancies designated as temporary position openings, when such an opening could be filled in another manner.

SECTION 13

Each Employee who is temporarily assigned by his/her supervisor to perform the duties of a higher paying position classification shall receive as additional compensation the salary level of the higher position for all hours worked in said classification, at the same corresponding step as he/she has in the lower position, unless the non-Union supervisor and the Union agree otherwise.

The parties agree that Temporary Upgrade Pay is not intended to be paid in cases where the Employee's non-Union supervisor is away for incidental periods of time, such as lunch breaks.

In addition, temporary upgrades to an exempt position shall receive Temporary Upgrade Pay equivalent to 5% of the Employee's straight time hourly rate.

SECTION 14

Employees assigned to temporary positions, and who are later promoted to that position classification, shall receive credit, after they serve their promotional probationary period, for all temporary appointment time worked in that position for purposes of determining their review date for a step increase. Total time worked in the position as temporary appointment shall be

subtracted from the time needed to receive the next Seniority Step, and the step shall be given earlier, in accordance with the time worked in the position as a temporary appointment.

SECTION 15

The term demotion, as used in this provision, means the reassignment—not requested by the Employee—of an Employee from a position in one classification to a lower paying position in the same classification or in another position classification. Demotions shall be made only to avoid layoff of Employees. In any case involving demotion, Employees involved shall have the right to select which alternative they will take, the demotion or the layoff. No demotion shall be made for disciplinary reasons.

SECTION 16

The City will not layoff existing bargaining unit employees during the period January 1, 2016 through and including December 31, 2019. The City will not outsource work currently performed by existing bargaining unit employees where such outsourcing would result in the layoff of such employees. Nothing herein shall preclude the City from reducing the workforce by attrition, or subcontracting bargaining unit work to: 1) supplement work performed by bargaining unit employees; or 2) emergency or unforeseen circumstances. In the event it becomes necessary to lay off Employees for any reason, Employees shall be laid off in the inverse order of their seniority; i.e., the last hired shall be the first laid off. The City shall provide each Employee who will be placed on layoff status with at least thirty (30) days' notice prior to the commencement of the layoff.

SECTION 16A

Part-time Employees will have a separate track for Seniority. Part-time Employees accrue seniority from his/her date of hire into their part-time position. Part-time Employees may bid on Local 440 full-time positions with the understanding that full-time Employees have priority over part-time Employees in the bidding process and that Part-Time Employees have priority over non-440 union employees. Part-time Employees who successfully bid into a full-time position shall begin to accrue seniority as a full-time member from the date of appointment to a full-time bargaining unit position. In the event it becomes necessary to lay off Employees, part-time Employees shall be laid off prior to any full-time Employees being laid off. Part-time Employees shall be laid off in the inverse order of their seniority as part-time Employees. If the duties performed by the part-time Employees continue to be necessary, any full-time Employees that are designated for lay-off (at their option) can bump into a position in lieu of layoff. Full-time Employees who choose not to bump and accept layoff shall not have their unemployment benefits challenged by the City.

SECTION 17

Employees shall be recalled from layoff according to their seniority. No new Employees shall be hired until all Employees on layoff status, desiring to return to work, have been recalled, except as restricted hereafter. Each Employee on layoff status who, after receiving proper notification, fails to apply for any position vacancy which is of equal or greater pay status as the last permanent position held by the Employee, and for which the Employee is qualified, shall waive all right to be recalled from layoff status.

SECTION 18

When Employees are laid off due to a reduction in the work force, they shall be permitted to exercise their seniority rights to "bump" i.e., replace an Employee with less seniority. Such Employees may, if they so desire, "bump" any Employee to an equal or lower position classification, provided the "bumping" Employee has greater seniority than the Employee "bumped". A thirty (30) day qualifying period shall be in effect to prove the Employee who is bumping can perform the duties satisfactorily.

SECTION 19

Employees who are on their initial hire probationary period of one year shall not be given preferential treatment when responding to a position posting. Such Employees shall be treated in the same manner as other members of the bargaining unit.

SECTION 20

Employees who are on promotional, transfer or voluntary demotion probationary periods shall be allowed to transfer or be promoted during their probationary periods. Promoted Employees shall, if they request, return to their former position as provided for in accordance with Article XIV, Section 7.

SECTION 21

Probationary periods referred to in this Article shall be for thirty (30) working days, unless otherwise indicated herein.

SECTION 22

When the City determines that additional shifts are required or the need for certain shifts are no longer required and the required number of Employees do not volunteer for reassignment, Employees shall be assigned or reassigned on the basis of inverse seniority in the position classifications within the division in which the shift changes are made. This Section shall only apply to assignment or reassignment of Employees to shifts. Employees assigned to these shifts shall work within their position classifications.

SECTION 23

Notwithstanding the provisions of Section 8 of this Article, the parties agree to the following provisions for selecting Foreman positions in this agreement

(a) There will be both written and oral examinations in the testing process. These examinations will be prepared and administered by the Department or Division in which the vacancy exists. Questions on the written and oral examination shall be directly related to the Foreman vacancy being tested for. Immediately prior to administration of the examination, a Union representative may review the exam. The Union representative may also be present during the examination if he or she so chooses to be. This presence is for observation purposes only, and such representative will not participate in any manner during the administration of the examination.

(b) Employees taking the examination must score at least 75% in total for both the written and oral examination, with a minimum score of 70% on both the oral and written exams. Candidates not scoring at least 70% on either the written or oral exams will not be considered as passing the exam. Seniority will be the determining factor for all applicants having an overall score of 75% or more on the written and oral examinations. If no candidate scores 75% or more the candidate with the highest overall score between 74.999% and 70% will be selected for the position without regard to their seniority. If no candidate has an overall score of at least 70% on the examinations, the City may choose from among any of the candidates without regard to seniority. In this case the chosen candidate will serve a six month trial period. The City may opt not to retain this candidate in the position at any time during this six month trial period. If the chosen candidate is not retained then the City will re-bid the position and test candidates according to this provision. The City may also opt to not fill the position if no candidates have an overall score of at least 70% on the examination. In such case the City will then re-bid the position and re-test according to these provisions.

SECTION 24

The City will notify the Union in advance of any testing that is to be administered for any position classification within the bargaining unit. Management agrees to provide the Union with the topics of the test in advance. The Union has the right to send one representative to take the test.

ARTICLE XVII

SICK/INCAPACITATION LEAVE

SECTION 1

All full-time Employees of this bargaining unit represented by AFSCME Local 440 shall receive eight (8) hours with pay per month of continuous service credited to his sick leave accumulated record. Once a member of this bargaining unit earns 400 hours or more accumulated Sick Leave, they shall receive ten (10) hours with pay per month of continuous service credited to their Sick leave accumulated record. This benefit will become effective on January 1, 2006. Effective January 1, 2022, once a member of this bargaining unit earns 600 hours or more accumulated sick leave, they shall receive twelve (12) hours with pay per month of continuous service credited to their sick leave accumulated record. Temporary and seasonal Employees do not accumulate sick leave credit. An Employee who is disabled or ill shall be entitled to deplete his or her entire accrued Sick Leave prior to being required by the City to apply for disability pension or to be separated from the City's employment. Employee's accumulated sick time will be capped at two thousand four hundred and twenty-six (2,426) hours.

SECTION 2 Sick Leave Use

(a) Sick Leave may be used for illness, injury or off-the-job incurred disability. One (1) day/hour of sick leave credit with pay shall be deducted from an Employee's Sick Leave accrual, for each duty day/hour not worked due to illness, injury or off-the-job incurred disability.

(b) If a holiday occurs during a period when an employee is on authorized Sick Leave, the Employee shall receive pay for the holiday and the holiday shall not be deducted from the Employee's Sick Leave accrual.

(c) Sick Leave is a privilege which can only be authorized by the Department Head, Acting Department Head, City Manager or their authorized representatives.

(d) Employees shall give the City reasonably timely notice of their intention to utilize Sick Leave. Unless otherwise agreed by an authorized supervisor, this notice shall be given to the Employee's supervisor at least thirty (30) minutes in advance of the Employee's regular starting time by telephone or such other medium specifically approved by the Employee's supervisor for this purpose. The City shall designate in writing the specific supervisor an Employee must call to provide notice of Sick Leave utilization.

SECTION 3

A physician's statement may be required of any Employee before sick leave pay is given. However, in all cases where five (5) consecutive duty days are missed by an Employee due to illness, injury, or disability, a physician's statement will be required before Sick leave pay is given. Such statements will become a part of the Employee's personnel record. Physician statements may be used in determining from time to time whether or not an Employee is able to continue the performance of duties and responsibilities.

SECTION 4 An Employee (or his or her authorized representative) who becomes ill, injured or disabled shall report to his supervisor as soon as possible. In case of an on-the-job injury, illness or disability, the City will pay the difference between any payments received by the Employee

from a public employee pension fund and/or provisions under Workers' Compensation or Occupational Diseases Acts and the Employee's regular salary or wages for a maximum of six (6) months. Time lost as pertains to this Section shall not be deducted from the employee's accrued Sick Leave, except as follows:

(a) In cases where such disability exceeds six (6) months, and the Employee desires to continue receiving such pay differential, it shall be deducted from accrued but unused Sick Leave, at the rate of one (1) hour for each three (3) working hours the employee is absent due to such status.

(b) Employees who exhaust Sick Leave, but remain disabled and wish to continue receiving pay differential, shall be able to do so by deducting such pay from accrued but unused Vacation Leave and/or Compensatory Leave at the rate of one (1) day for each three (3) working days the Employee is absent due to such status.

SECTION 5

Each Employee who terminates employment with the City shall receive no compensation for accrued unused Sick Leave unless at the effective date of termination the Employee is at least fifty-five (55) years of age and has at least eight (8) years of service with the City in a position covered by this Agreement. Said qualifying Employee shall receive compensation for up to 1,012 hours of accrued unused Sick Leave multiplied by an amount equal to forty percent (40%) of the Employee's Base Hourly Wage. An employee may choose to receive this compensation up to six (6) months prior to their retirement separation with the City. In order to receive payment of this benefit prior to separation, the employee must submit an irrevocable letter of resignation to the City. This benefit also applies to the payout of vacation and compensatory time subject to the same conditions as shown above. For purposes of this section, the payout of vacation shall be capped at 1.5 times the Employee's maximum annual accrual. Any earned vacation leave in excess of that amount shall be paid as part of the Employee's final compensation. This vacation cap shall be effective 60 days after ratification of this Agreement. In the event an employee, who has chosen to retire and chooses to be compensated for the benefits as described above, has a hardship case and requests to rescind his/her retirement/resignation letter, the City of Joliet has the sole discretion as to whether or not to allow such employee to rescind their letter of retirement/resignation. In the case where the City of Joliet allows the employee not to retire, the employee will be required to re-pay the City of Joliet the entire amount of compensation that was advanced to them under this section, and repayment of such monies will be made by the employee in a manner to be determined by the City of Joliet. Repayment may be required in a like manner and time as the employee received the benefits.

SECTION 6

Each Employee who terminates employment with the City due to the Employee's death shall receive no compensation for accrued but unused Sick Leave unless at the date of death the Employee has at least eight (8) years of service to the City in a position covered by this Agreement. The beneficiary of the deceased Employee shall receive compensation for up to 1,012 hours of accrued unused Sick Leave multiplied by an amount equal to forty percent (40%) of the Employee's Base Hourly Wage.

If an Employee is killed on the job, the spouse will continue to receive health insurance benefits until such time as the spouse re-marries. Eligible dependents will continue to receive health

insurance benefits until such time as they are no longer eligible for benefits under the age provisions of the City's Health Plan.

SECTION 7

Sick leave accrual balances shall be made available to each employee through the City's payroll system. Monthly reports will be available to the Union.

SECTION 8 *Sick Leave; Personal Leave*

Employees may draw a maximum of three (3) Personal Leave days each calendar year, two of which shall be deducted from accrued but unused Sick Leave. Personal Leave does not accrue, nor may it be carried over from year to year. Personal Leave may be taken at the Employee's discretion, subject to:

(a) Notification of intent to take such by the Employee, at least twenty-four (24) hours in advance; and

(b) Approval by the Department Head or his or her designated representative. Such approval shall only be withheld for operational reasons or to avoid overtime.

(c) Once granted, the City shall not rescind its approval of an Employee's request to take Personal Leave.

SECTION 9

The City, or its authorized agent, shall have the right to request a separate medical evaluation and/or opinion from a specialist, if necessary, concerning the status of an Employee's ability to return to duty, when incapacitated in accordance with this Article. The City and/or its agent shall bear any and all cost of such inquiry. If the evaluations and/or opinions of the Employee's and the City's physicians are contradictory and/or inconclusive, either party shall have the right to request a third separate medical evaluation and/or opinion from a physician who shall be an appropriate specialist, but not in practice with either physician's rendering the previous evaluations and/or opinions. The party requesting the third examination shall bear any and all related costs. If both parties request a third medical evaluation and/or opinion, the third physician shall be selected by the previous attending physicians, as outlined above, and the costs shall be borne equally by the City and the Employee. When appropriate, reference shall be made in all cases to physicians approved by the respective Pension Boards. Both the City and the Employees shall abide by the majority medical evaluations and/or opinions. Such evaluations and/or opinions may be required of the Employee by the City and/or its agent monthly, while an employee is in such status.

ARTICLE XVIII

LEAVES OF ABSENCE

SECTION 1 Parental Leave

(a) Employees who wish to take Parental Leave as a result of pregnancy or adoption may take up to twelve (12) weeks of leave using their accrued benefit time. Once the employee's accrued benefit time is exhausted, the remainder of the Parental Leave will be unpaid. Parental Leave will run concurrently with FMLA time, if applicable.

(b) Employees will continue to receive their complete fringe benefits while on Parental Leave.

(c) To be eligible for Parental Leave, the employee must notify the Human Resources Director thirty (30) days in advance of the Employee's intent to take Parental Leave.

(d) Employees who do not return to work upon expiration of their Parental Leave waive any right to return to the position they held prior to their Parental Leave.

(e) Employees may extend their Parental Leave up to an additional ten (10) months ("Extended Parental Leave") if the health and safety of the Employee's baby requires the Employee's attention.

(f) Employees who elect to take an Extended Parental Leave will cease to receive all fringe benefits after they have exhausted all available benefit time.

(g) Employees on an Extended Parental Leave must return to work upon the expiration of their Extended Parental Leave. Failure to do so will nullify any right of the Employee to return to any vacant position for which the Employee might qualify.

SECTION 2 Family Medical Leave

Employees who have worked for at least twelve (12) months and for at least 1,250 hours during the last twelve (12) months may request leave pursuant to the Family and Medical Leave Act (FMLA). Leaves may be requested for the birth or adoption of a child or for a serious health condition; that is, an illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential treatment facility or continuing treatment by a health care provider.

An eligible Employee is entitled to a maximum of twelve (12) weeks of FMLA leave in a twelve (12) month period. A "rolling" twelve (12) month period measured backward from the date an Employee uses any FMLA leave shall be used for this purpose. Employees will be required to exhaust all paid benefit time (Vacation Leave, Personal leave, and Sick Leave) as part of their FMLA leave and such time will count toward the twelve (12) week limit.

Leaves to take care of a serious health condition may be taken on an intermittent or reduced schedule basis. Leaves for the birth or adoption of a child must be taken within the first twelve (12) months of the date of birth or placement.

Employees must request a leave by giving the City notice at least thirty (30) calendar days in advance of a foreseeable leave, and as soon as practicable for an unforeseen leave. The City may require Employees requesting a leave to care for a serious health condition to submit medical verification from a health care provider. The Employee may also be required to undergo an examination by an impartial physician. Such examination shall be paid for by the City. Upon return to work, the Employee shall submit a fitness-for-duty certificate from a qualified health care provider.

During FMLA leave, the City will continue to provide medical and dental coverage at the same premium rate as if the Employee was still on active duty. The Employee will be required to maintain individual health and/or dental premiums, if any. Payment of the Employee's premium shall be due on the first day of the month and in no case later than the tenth of the month. Coverage shall cease immediately for any Employee whose payment is more than thirty (30) days late.

After FMLA leave, the Employee will be restored to the position he or she held prior to the leave or to an equivalent position with equivalent pay and benefits. An Employee who fails to return from an FMLA leave will be required to reimburse the City for the City's portion of health insurance premiums paid during the leave,

SECTION 3 Disability Leave Filing

Employees determined to be permanently disabled by their personal physician and/or the City's physician shall file an application for disability benefits immediately after receipt of such determination.

SECTION 4 Jury Duty

An Employee who has been called for jury duty and upon notice to his/her supervisor will be paid his/her regular salary or wages less the amount of pay received for jury duty service.

SECTION 5 Military Training Leave

Military leave shall be granted in accordance with applicable law, including Illinois Service Member Employment and Reemployment Rights Act (ISERRA), 330 ILCS 61 et seq.

SECTION 6 Training Leave

(a) Employees may be granted leave with pay and expenses to attend professional meetings, training institutes and conferences at the discretion of the City Manager.

(b) Any Employee attending school required by the City shall be compensated for expenses related to tuition, books and mileage. Mileage expenses are to be reimbursed at the rate established and approved by the City Council, at the time such expenses were incurred. Any reimbursement claims, to be considered valid, under this Section, must be properly documented and presented for payment within thirty (30) calendar days of being incurred.

(c) The City shall continue to reimburse all employees for the expenses of books and tuition incurred as the result of voluntary participation in academic, educational, training and/or vocational course work provided that:

- (1) The course work is directly related to the employee's professional development, in pursuit of current duties or those pertaining to the employee's normal career advancement, as determined by management.
- (2) The course work is approved in advance by all the employee's supervisors and the City Manager.
- (3) The employee maintains a minimum evaluation of "average" or its equivalent in each course for which related reimbursement is sought
- (4) The reimbursable expenses incurred are properly documented by voucher, and in excess of any and all other payments for such assistance for which the employee is eligible, e.g. Federal and state veteran's benefits, etc.
- (5) Application for reimbursement is made within thirty (30) calendar days of satisfactorily completing the course work as outlined above.

(d) The City shall reimburse all employees for the expenses of books and tuition incurred as the result of a one-time voluntary participation in academic, educational, training and/or vocational course work outside of the Employee's current duties but within a bargaining unit job classification provided that:

- (1) The course work is approved in advance by all the employee's supervisors and the City Manager.
- (2) The employee maintains a minimum evaluation of "average" or its equivalent in each course for which related reimbursement is sought.
- (3) The reimbursable expenses incurred are properly documented by voucher, and in excess of any and all other payments for such assistance for which the employee is eligible, e.g. Federal and state veteran's benefits, etc.
- (4) Application for reimbursement is made within thirty (30) calendar days of satisfactorily completing the course work as outlined above.

SECTION 7 *Emergency Leave*

If a serious or unexpected emergency occurs to an Employee's spouse or children, or a member of the immediate family in his/her household, the Employee will be allowed to leave his/her duties while the emergency exists. The Employee must make arrangements to enable him/her to return to his/her duties on the next duty day if the emergency continues beyond the duty day when the said emergency occurred, unless he/she received prior consent from his/her foreman and/or supervisor to remain off duty for any additional day or days. Emergency Leave may be granted up to three days and may only be extended beyond three days if the Employee's accrued Vacation Leave has been depleted. Under no circumstances may Emergency Leave be granted in excess of nine (9) working days total time for one emergency at the discretion of the City.

SECTION 8 *Family Death Leave*

A full-time employee shall be allowed to take up to four (4) duty days leave with pay in the event of a death in the immediate family. If such death occurs while an Employee is on vacation, the

allotted time shall be added to his/her accrued Vacation Leave. The immediate family will include only (all categories below include 'Step' relations where applicable):

- (a) Spouse, children and spouse of children and foster children;
- (b) Parents of both Employee and spouse;
- (c) Brothers and sisters and brother-in-law and sister-in-law;
- (d) Grandchildren and grandparents of Employee and spouse;
- (e) Foster parents of both Employee and spouse.

Employees will be allowed to take additional bereavement leave in accordance with the Illinois Family Bereavement Leave Act, 820 ILCS 154. Employees may elect to use benefit time to cover this additional leave at their option.

Time off will be granted to full-time Employees for the funeral services of aunts and uncles of Employees and spouse for a period of four (4) hours with pay, and an additional four (4) hours from their sick or vacation leave bank, providing however, that such time off will not cause overtime or significantly reduce the operating efficiency of the affected department or division.

At the discretion of the Employer, Employees may be required to submit one of the following as proof to the Employer for the leave to be compensated for Family Death Leave: Letter from the Funeral Home Director, Obituary, or a Certificate of Death.

Part-time employees are eligible for Family Death Leave; however, their paid leave is limited to an equivalent of their normally regularly scheduled time during their days. (For example, a part-time Employee scheduled to work 3 days at 4 hours per day during their Family Death Leave would be limited to 12 hours of pay during this period.)

SECTION 9 Leave For Education

Employees shall, upon request, be granted leave without compensation by the City Manager for educational purposes. The period shall not exceed one year and shall be extended not to exceed another year, at the request of the Employee. During the leave periods, the Employee shall not be eligible for any of the fringe benefits of the City of Joliet. If the Employee returns, he/she shall return with full seniority, which would continue to accumulate, for bidding purposes only, during his/her leave. One year leaves of absence (with any requested extension) for educational purposes shall not be provided more than once every three years. Employees may also be granted leaves of absence for educational purposes not to exceed one month in any calendar year to attend educational programs that are directly related to an employee's job responsibilities. Such leaves shall be without pay or compensation except as enumerated above.

SECTION 10 Leave of Absence for Union Activities

The City shall, at the request of the Union, grant a leave of absence to an Employee who is selected as a delegate for a specific activity for/on behalf of the AFL-CIO and its affiliates for a period not to exceed two years, or who is elected to office in the Union for a period not to exceed three (3) months, provided the same does not interrupt City service. Such leaves of absence may be extended at the option of the City Manager. Seniority shall accumulate during such a leave of

absence. The Employee shall not be compensated by the City during his leave of absence. The City shall monetarily reimburse an Employee's expense and time if he/she has been chosen as a delegate to a convention or conventions at the rate of one hundred dollars per delegate or a maximum of four hundred dollars (\$400.00) per year.

SECTION 11 *Failure to Return after Leave*

An Employee who fails to return to his/her position without notice at the time specified on his/her application for leave shall be considered to have resigned unless the Employee gives evidence of extenuating circumstances.

SECTION 12 *General Leave for Reasonable Purpose*

A Leave of Absence without pay for a period not to exceed three (3) months may be granted to an Employee for reasonable purposes. Each Employee who requests this leave must exhaust all paid leaves of absence prior to commencing the leave. Leaves under this Section shall cancel all fringe benefits during the leave. Upon the Employee's return he/she shall be reinstated if he/she can still qualify physically and mentally to his/her former position at his/her former pay and with full benefits. His/her benefits that are based on tenure shall be calculated as if the employee had not taken the leave but shall not include the time while on leave. This leave shall be allowed once to each employee.

SECTION 13 *Time Off for Certified Part-time Employees*

Paid time off of 40 hours per year will be granted to certified Part-time Employees who have worked 1012 hours or more in any given year (average of 20 hours per week). New Employees will be eligible for this benefit if they meet the minimum average hours worked criteria and then the amount of hours will be prorated for the remainder of the year. Part-time Employees with ten (10) or more years of service will be granted paid time off of 60 hours per year. This time is not available to be carried over from year to year and any unused time remaining after the end of the year will be lost.

To define the above-mentioned criteria, the criteria is equivalent to the health care criteria, which states: New Employees will be eligible for this benefit if they work an average of 20 hours per week or more for the first three (3) months of their employment.

ARTICLE XIX

LABOR MANAGEMENT MEETINGS

SECTION 1 *Optional Quarterly Meetings*

At the request of either the City or the Union, quarterly management labor relations meetings shall be scheduled during the term of this Agreement.

SECTION 2 *Purpose*

The purpose of such meeting(s) shall be to promote and maintain a harmonious and peaceful relationship between the City and the Union. Toward this end, general problems relating to the administration of this Agreement may be discussed. In no event shall individual grievances be presented or entertained.

SECTION 3 *Representatives*

The City shall be represented by the City Manager and/or the appropriate Department Head(s). The Union shall be represented by not more than a total of five (5) representatives, no more than three (3) of whom shall be employees of the City who would otherwise be at work.

SECTION 4 *Agenda*

The party requesting such a meeting shall provide an agenda which shall state the subject(s) to be discussed in accordance with Section 2 of this Article. Such agenda shall be submitted at least five (5) working days prior to the requested meeting date. Supplemental but related issues to the agenda may be raised by either party.

SECTION 5 *Other Meetings*

Nothing in this Article shall preclude either party from requesting or agreeing to other meetings between City and Union representatives, as the parties deem such other meetings to be necessary or desirable.

SECTION 6 *Time and Location*

These meetings shall be held during normal working hours on City premises, unless otherwise mutually agreed upon by both parties.

ARTICLE XX

HEALTH AND SAFETY

(a) Healthcare shall remain status quo for all Employees, Retirees, Retiree spouses and family coverage under the current Group Health Insurance Benefits Plan and shall remain unchanged through December 31, 2030 and shall be a permissive subject of bargaining until December 31, 2030. Therefore, the City understands that if it should request bargaining prior to December 31, 2030, and the Union declines to discuss this Article, the City shall not be entitled to any further rights to seek modification of this Article.

(b) The only exception to Paragraph a. above is that if the Cadillac Tax (a/k/a excise tax) under the Affordable Care Act, as amended, is imposed, the labor agreements shall be reopened in 2025 if the City is penalized under such tax. All parties agree that only the financial consequences of the tax will be addressed.

SECTION 1 General

(a) All parties to this Agreement hold themselves responsible for mutual, cooperative enforcement of safety rules and regulations.

(b) Should Employees complain that their work for the City requires an Employee to be in an unsafe or unhealthy situation, in violation of acceptable safety rules, the matter shall be adjusted immediately by the City Manager or his designated representative(s). If the matter is not adjusted satisfactorily, the complaint may be processed according to the grievance procedure of this Agreement.

(c) The parties in this Agreement shall establish a Joint Safety Committee, consisting of representatives of Local 440 and representatives of the City, for purposes of promulgating a written safety code. All parties agree to enforce such a code.

SECTION 2 Health Benefit Plan for Active Full-Time Employees

(a) Group Health Insurance Benefits

(1) Benefits

The City shall provide group health insurance benefits for each active, permanent, full-time Employee covered by this Agreement, and their dependents, in accordance with the Plan Document ("Plan") Plan # P06574 on file in the Office of the City Clerk, except as may be otherwise expressly set forth herein.

A summary of the key health insurance benefits to be provided by the City to eligible Employees is as follows:

SUMMARY OF KEY HEALTH INSURANCE BENEFITS FOR ACTIVE FULL-TIME EMPLOYEES

<u>General Provisions¹</u>	
<u>Item</u>	<u>Benefit</u>
Individual Premium	\$50 payroll deduction per pay period (\$1,300 per benefit period) (effective 1/1/2010)
Family Premium	\$50 payroll deduction per pay period (\$1,300 per benefit period) (effective 1/1/2010)
Individual Deductible Participating Provider Non-Participating	\$250 per benefit period (effective 1/1/2010) \$500 per benefit period (effective 1/1/2010)
Family Deductible Participating Provider Non- Participating	\$500 per benefit period (\$250/person, not to exceed \$500 for entire family) (effective 1/1/2010) \$1,000 per benefit period (\$500/person, not to exceed \$1,000 for entire family) (effective 1/1/2010)
Individual Out-of-Pocket Expense Limit (does not apply to all services - see Plan Document) Participating Provider Non-Participating	\$1,000 per benefit period \$3,000 per benefit period
Family Out-of-Pocket Expense Limit (does not apply to all services - see Plan Document) Participating Provider	\$3,000 per benefit period
Non-Participating	\$9,000 per benefit period

¹ During the Negotiations for the 2025-2028 CBA, the 3,000,000 lifetime max benefit for all employee groups was removed. The parties agree and understand that this was not the result of any negotiation process, but rather a requirement to comply with the legal provisions of Federal Law.

<u>Hospital Benefits</u>	
<u>Item</u>	<u>Benefit</u>
Inpatient Covered Services	
Participating Provider	100% of the Eligible Charge
Non-Participating	70% of the Eligible Charge
Outpatient Covered Services	
Participating Provider	100% of the Eligible Charge
Non-Participating	70% of the Eligible Charge
Hospital Emergency Care	80% of the Eligible Charge
<u>Physician Benefits</u>	
<u>Item</u>	<u>Benefit</u>
Surgical Covered Services	
Participating Provider	100% of the Maximum Allowance
Non-Participating	70% of the Maximum Allowance
Medical Covered Services	
Participating Provider	80% of the Maximum Allowance
Non-Participating	70% of the Maximum Allowance
Emergency Medical Care when rendered by a Physician	80% of the Maximum Allowance
<u>Prescription Drug Program Benefits</u>	
<u>Item</u>	<u>Employee Copayment</u>
Generic Drugs	\$8 per prescription
Brand Name Drugs (for which there is no generic available) and Diabetic Supplies	\$15 per prescription
Brand Name Drugs (for which there is a generic available)	\$35 per prescription
<u>Home Delivery Prescription Drug Program (90-day supply)</u>	
Generic Drugs	\$14 per prescription
Brand Name Drugs (for which there is no generic available) and Diabetic Supplies	\$28 per prescription
Brand Name Drugs (for which there is a generic available)	\$68 per prescription
<u>Dental Benefits</u>	
<u>Item</u>	<u>Benefit</u>
Deductible	\$25 per benefit period
Preventative Services	100% of the Usual and Customary (U&C) Fee
Primary Services	100% of the U&C Fee
Major Services	50% of the U&C Fee
Benefit Period Maximum	\$1,000
Orthodontic Services	50% of the U&C Fee
Orthodontics Lifetime Maximum	\$1,000
Passive PPO Plan	Same benefits and limits as above

(2) **Working Spouses and Dependents of Active Full-Time Employees**

(a) **Primary Coverage Limited**

In the event the spouse or a dependent of an active Employee enrolled in the City's group health insurance plan is employed on a non-part-time basis (defined 36 hours or more per week on average), and the spouse or dependent is eligible for health insurance provided by his or her employer, then the spouse or dependent shall not be insured by the City on a primary basis. Coverage by the City on a secondary basis shall be available, provided the spouse or dependent has enrolled with his or her employer for primary coverage, the spouse or dependent is properly enrolled in the City's Plan and all applicable premiums and copayments are paid as required.

(b) **Waiver/Premium Credit**

In the event the employer of the Employee's spouse or dependent offers health insurance benefits, but does not offer individual coverage to the spouse or dependent on a primary basis for a premium totaling \$1,300 or less per year, then, at the option of the City, the City may elect to either waive the limitation on primary coverage set forth herein or provide the active Employee with a credit against premiums due the City in the amount that the third party employer premiums exceed \$1,300 per year. The City may make or modify this election during each annual open enrollment period or at the time the City is informed by the employee that the Employee's spouse or dependent has become eligible for employer- provided health insurance as provided below.

(c) **Duty of Employee to Notify City of Status of Spouse or Dependent**

The City shall provide an annual open enrollment process in which the Employee shall be required to provide sufficient information to the City to establish the proper status of a spouse or dependent in order to determine eligibility for benefits and appropriate premiums and copayments under this Section. In addition, Employees shall notify the City of a spouse or dependent becoming eligible for employer-provided health insurance within thirty (30) days of such eligibility. The City shall also permit mid-year changes in enrollment status of spouses and dependents due to changes in employment status.

An Employee's failure to timely notify the City of a change in the status of a spouse or dependent, or to provide complete and accurate information required by the City pursuant to this Section may constitute just cause for discipline and for the denial or limitation of benefits and for the reimbursement of benefits improperly paid.

(d) **Coordination of Benefits-Dependent Children of Parents not Separated or Divorced or of Divorced Parents Having Joint Custody**

In the event that a dependent child is covered by more than one health insurance plan, then the plan covering the parent whose birthday falls earlier in the year shall provide primary coverage for the dependent child. If both parents have the same birthday, then the plan that has provided coverage longer shall provide primary coverage.

(e) **Coordination of Benefits-Dependent Children of Divorced or Separated Parents**

In the event that a dependent child is covered by more than one health insurance plan, then the plan covering the parent with custody of the child shall provide primary coverage and the plan of the spouse of the parent having custody shall provide secondary coverage. The plan of the parent not having custody of the child shall provide the next level of coverage.

The foregoing notwithstanding, if an order or decree issued by a court of competent jurisdiction provides a different method of coordination of benefits, then such method shall govern and control upon proper notification to the affected plans.

(3) **Election to Opt Out of Plan**

An active full-time Employee may opt out of the City's group health insurance plan at any time upon the submittal of written notice to the Department of Human Resources, or as the City Manager may otherwise direct. An election to opt out shall take effect on the first day of the second complete pay period following the submittal of written notice.

An active full-time Employee that opts out shall not be required to pay the required premium for the City's group health insurance plan. In addition, an active full-time employee that elects to opt out shall be eligible for an Opt Out Incentive. The amount of the Opt Out Incentive for Employees having individual coverage shall be \$100 per pay period. The amount of the Opt Out Incentive for Employees having family coverage shall be \$200 per pay period. The Opt Out Incentive shall be paid in conjunction with regular payroll but, to the extent permitted by law, shall not be considered salary for purposes of calculating hourly rates, pension benefits, overtime pay, Holiday Pay, Sick Leave or Vacation Leave buyouts. The City may withhold income taxes from the Opt Out Incentive.

An Employee who elects to opt out shall not be eligible for City group health insurance benefits after the opt out notice takes effect, whether on a primary, secondary or other basis. An election to opt out shall remain in effect until properly rescinded by the Employee. In order to rescind an election to opt out, the Employee must file a written notice with the Department of Human Resources that the Employee is reenrolling in the City's group health insurance plan for the upcoming benefit period. This notice can only be filed during the annual open enrollment period or upon the occurrence of a midyear Qualifying Change in Status. The Opt Out Incentive shall be terminated at the time the opt out rescission takes effect.

For the purposes of this Section, a Qualifying Change in Status shall mean an event that affects eligibility for coverage in the City Plan, such as marriage, legal separation, divorce, loss of all eligible dependents, gain of eligible dependents, an employee gaining or losing eligibility for coverage in another health insurance plan, loss or gain of Medicare for any reason and coordination of a spouse's open enrollment period.

Employees having spouses or dependents that are also employed by the City, or that are enrolled on the City's Plan in their own right as retirees or disabled persons, are not eligible for the Opt Out Incentive. Employees having spouses or dependents that are also employed by the City shall be required to pay the monthly premium on an individual or family basis as the Employee may designate.

(a) **Group Term Life Insurance Benefits for Active Full Time Employees**

Effective upon the execution of the Agreement, new bargaining unit employees shall be eligible for a \$50,000 life insurance death benefit instead of the current \$10,000 death benefit. However, the benefit shall only be available to active members of the bargaining unit and shall terminate in its entirety if the new employee thereafter retires, resigns, is terminated or no longer holds a position covered by this Agreement for any reason other than death. Current bargaining unit members shall be required to make a one-time permanent election of either the existing \$10,000 benefit or the replacement \$50,000 benefit as a part of open enrollment to be held in 2014 or as otherwise agreed. The one-time election shall take effect January 1, 2015.

(b) **Group Long Term Disability Benefits for Active Full Time Employees**

In addition, the City shall provide, at no charge to the active, full-time Employee, group long term disability insurance for each active full-time Employee.

SECTION 3 Health Benefit Plan for Active Part-Time Employees

(a) **Benefits**

The City shall provide group health insurance benefits for each eligible, permanent, part-time Employee covered by this Agreement, but not their dependents, in accordance with the Plan Document ("Plan") Plan #P06574 on file in the Office of the City Clerk, except as may be otherwise expressly set forth herein. To be eligible for this benefit, the part-time Employee must have worked at least 1,012 hours in the Plan Year preceding enrollment or re-enrollment (average of 20 hours per week). New Employees will be eligible for this benefit if they work an average of 20 hours per week or more for the first three months of their employment. Each year part-time Employees must meet the minimum amount of time worked in the previous year of 1,012 hours to qualify for the health insurance benefits.

A summary of the key health insurance benefits to be provided by the City to eligible part-time active Employees is as follows:

SUMMARY OF KEY HEALTH INSURANCE BENEFITS FOR ACTIVE PART-TIME EMPLOYEES

General Provisions

<u>Item</u>	<u>Benefit</u>
Individual Premium	\$50 payroll deduction per pay period (\$1,300 per benefit period) (effective 1/1/2010)
Family Premium	No Family Coverage Available
Individual Deductible	
Participating Provider	\$250 per benefit period (effective 1/1/2010)
Non-Participating	\$500 per benefit period (effective 1/1/2010)
Family Deductible	
Participating Provider	No Family Coverage Available
Non-Participating	
Individual Out-of-Pocket Expense Limit (does not apply to all services - see Plan Document)	
Participating Provider	\$1,000 per benefit period
Non-Participating	\$3,000 per benefit period
Family Out-of-Pocket Expense Limit (does not apply to all services - see Plan Document)	
Participating Provider	No Family Coverage Available
Non-Participating	

Hospital Benefits

<u>Item</u>	<u>Benefit</u>
Inpatient Covered Services	
Participating Provider	100% of the Eligible Charge
Non-Participating	70% of the Eligible Charge
Outpatient Covered Services	
Participating Provider	100% of the Eligible Charge
Non-Participating	70% of the Eligible Charge
Hospital Emergency Care	80% of the Eligible Charge

Physician Benefits

<u>Item</u>	<u>Benefit</u>
Surgical Covered Services	
Participating Provider	100% of the Maximum Allowance
Non-Participating	70% of the Maximum Allowance
Medical Covered Services	
Participating Provider	80% of the Maximum Allowance
Non-Participating	70% of the Maximum Allowance
Emergency Medical Care when rendered by a Physician	80% of the Maximum Allowance

<u>Prescription Drug Program Benefits</u>	
<u>Item</u>	<u>Employee Copayment</u>
Generic Drugs	\$8 per prescription
Brand Name Drugs (for which there is no generic available) and Diabetic Supplies	\$15 per prescription
Brand Name Drugs (for which there is a generic available)	\$35 per prescription
<u>Home Delivery Prescription Drug Program (90-day supply)</u>	
Generic Drugs	\$14 per prescription
Brand Name Drugs (for which there is no generic available) and Diabetic Supplies	\$28 per prescription
Brand Name Drugs (for which there is a generic available)	\$68 per prescription
<u>Dental Benefits</u>	
<u>Item</u>	<u>Benefit</u>
Deductible	\$25 per benefit period
Preventative Services	100% of the Usual and Customary (U&C) Fee
Primary Services	100% of the U&C Fee
Major Services	50% of the U&C Fee
Benefit Period Maximum	\$1,000
Orthodontic Services	50% of the U&C Fee
Orthodontics Lifetime Maximum	\$1,000
Passive PPO Plan	Same benefits and limits as above

(b) Election to Opt Out of Plan

An active part-time Employee may opt out of the City's group health insurance plan at any time upon the submittal of written notice to the Department of Human Resources, or as the City Manager may otherwise direct. An election to opt out shall take effect on the first day of the second complete pay period following the submittal of written notice.

A part-time Employee that opts out shall not be required to pay the required premium for the City's group health insurance plan. In addition, an active part-time Employee that elects to opt out shall be eligible for an Opt Out Incentive. The amount of the Opt Out Incentive shall be \$50 (\$100 effective January 1, 2015) per pay period. The Opt Out Incentive shall be paid in conjunction with regular payroll but, to the extent permitted by law, shall not be considered salary for purposes of calculating hourly rates, pension benefits, overtime pay, Holiday Pay, Sick Leave or Vacation Leave buyouts. The City may withhold income taxes from the Opt Out Incentive.

A part-time Employee who elects to opt out shall not be eligible for City group health insurance benefits after the opt out notice takes effect, whether on a primary, secondary or other basis. An election to opt out shall remain in effect until properly rescinded by the employee. In order to rescind an election to opt out, the employee must file a written notice with the Department of Human Resources that the employee is reenrolling in the City's group health insurance plan for the upcoming benefit period. This notice can only be filed during the annual open enrollment period or upon the occurrence of a midyear Qualifying Change in Status. The Opt Out Incentive shall be terminated at the time the opt out rescission takes effect.

For the purposes of this Section, a Qualifying Change in Status shall mean an event that affects eligibility for coverage in the City Plan, such as marriage, legal separation, divorce, loss of all eligible dependents, gain of eligible dependents, an employee gaining or losing eligibility for coverage in another health insurance plan, loss or gain of Medicare for any reason and coordination of a spouse's open enrollment period.

A part-time Employee having a spouse that is also employed by the City, or that is enrolled on the City's Plan in his or her own right as a City retiree or disabled person, is not eligible for the Opt Out Incentive, unless both the Employee and his or her spouse elect to opt out, in which case neither the Employee nor the spouse shall be entitled to coverage on the City's Plan on a primary, secondary or other basis.

A part-time Employee having a spouse that is also employed by the City shall be required to pay the monthly premium on an individual or family basis as the employee may designate (unless both the Employee and the Employee's spouse elect to opt out as provided above). In addition, if such an employee and his or her City-employed spouse enroll for family coverage, then the City shall provide coverage to the employee, the spouse and their respective dependents on a primary and secondary basis for Hospital Benefits and Physician Benefits (but not Dental Benefits or Supplemental Vision Benefits).

SECTION 4 *Health Benefit Plan for Separating Full-Time Employees (Retirees)*

The City shall allow each separating full-time Employee who at the time of separation has a minimum of eight (8) years of service as a full time City of Joliet employee and is at least fifty- five (55) years of age to continue to receive the following group insurance benefits.

SUMMARY OF HEALTH INSURANCE BENEFITS FOR SEPARATING FULL-TIME EMPLOYEES

<u>General Provisions</u>	
<u>Item</u>	<u>Benefit</u>
Premium	\$0-\$59.10 for the separating employee based on years of service, \$118.20 per month for a spouse under 65, \$59.10 per month for a spouse over 65 (on Medicare) and \$217.68 per month for family coverage
Individual Deductible	
Participating Provider	\$250 per benefit period (effective 1/1/2010)
Non-Participating	\$500 per benefit period (effective 1/1/2010)
Family Deductible	
Participating Provider	\$500 per benefit period (\$250/person, not to exceed \$500 for entire family) (effective 1/1/2010)
Non-Participating	\$1,000 per benefit period (\$500/person, not to exceed \$1,000 for entire family) (effective 1/1/2010)
Individual Out-of-Pocket Expense Limit (does not apply to all services - see Plan Document)	

Participating Provider Non-Participating	\$1,000 per benefit period \$3,000 per benefit period
Family Out-of-Pocket Expense Limit (does not apply to all services - see Plan Document)	
Participating Provider	\$3,000 per benefit period
Non-Participating	\$9,000 per benefit period
<u>Hospital Benefits</u>	
<u>Item</u>	<u>Benefit</u>
Inpatient Covered Services	
Participating Provider	100% of the Eligible Charge
Non-Participating	70% of the Eligible Charge
Outpatient Covered Services	
Participating Provider	100% of the Eligible Charge
Non-Participating	70% of the Eligible Charge
Hospital Emergency Care	80% of the Eligible Charge

<u>Physician Benefits</u>	
<u>Item</u>	<u>Benefit</u>
Surgical Covered Services	
Participating Provider	100% of the Maximum Allowance
Non-Participating	70% of the Maximum Allowance
Medical Covered Services	
Participating Provider	80% of the Maximum Allowance
Non-Participating	70% of the Maximum Allowance
Emergency Medical Care when rendered by a Physician	80% of the Maximum Allowance

<u>Prescription Drug Program Benefits</u>	
<u>Item</u>	<u>Employee Copayment</u>
Generic Drugs	\$8 per prescription
Brand Name Drugs (for which there is no generic available) and Diabetic Supplies	\$15 per prescription
Brand Name Drugs (for which there is a generic available)	\$35 per prescription
<u>Home Delivery Prescription Drug Program (90-day supply)</u>	
Generic Drugs	\$14 per prescription
Brand Name Drugs (for which there is no generic available) and Diabetic Supplies	\$28 per prescription
Brand Name Drugs (for which there is a generic available)	\$68 per prescription

The City shall bear the costs of the allowed benefits, i.e., pay the monthly premium charges, for the separating Employee based on the following table. The separating Employee shall bear the costs of these benefits, i.e., pay the monthly premium charges for eligible dependents.

RETIREMENT TAKEN UP TO AND INCLUDING JUNE 29, 1990

Service Credits	City Pays
15 years or more	100%
12 years through 14 years	65%
8 years through 11 years	50%

<u>RETIREMENT TAKEN AFTER JUNE 29, 1990</u>	
Service Credits	City Pays
20 years or more	100%
15 years through 19 years	75%
12 years through 14 years	65%
8 years through 11 years	50%

The parties acknowledge that there currently is pending in the Illinois Appellate Court a case docketed as No. 3-11-0865. This case involves a claim brought by four individual retirees which asserts that the annual deductible, prescription drug co-payments and certain other retiree obligations as described in this Section, as originally implemented on January 1, 2010, violate their rights under Article XIII, Section 5 of the Illinois Constitution. The City and the Union agree that under the terms of this Agreement, and all predecessor collective bargaining agreements, the City is authorized to require the payment of a premium for retiree dependent coverage based on the full cost of such coverage. The parties further acknowledge that under the terms of this Agreement that the City has agreed to not fully exercise this authority as to those retirees that pay the annual deductible, prescription drug co-payments and certain other retiree obligations required by this Section. Therefore, in the event one or more of the plaintiffs in said case, or any other retiree, does not pay the annual deductible, prescription drug co-payments and certain other retiree obligations as described in this Section, then, as to such persons only, the City may fully exercise its contractual authority and may increase the premium charged for coverage of the dependents of the retirees in an amount not to exceed, in total, the full cost of such coverage. The City agrees to defend and indemnify the Union from any claim asserted against the Union by one or more of the Plaintiffs in the aforesaid Case No 3-11-0865 related to the statements and the agreements made by the Union in this sub-paragraph.

SECTION 5 Health Benefit Plan for Disabled Full-Time Employees

(a) Permanent Partial Disability

The City shall allow each former Employee who at the time of separation is receiving a disability pension benefit and is physically or mentally unable to perform the duties of the position which the former Employee held at the time of separation, to continue to receive the following group insurance benefits.

- (1) Hospital Benefits, Physician Benefits, and Prescription Drug Program Benefits, including eligible dependents. The City shall bear the cost of these benefits for the permanent partially disabled Employee. The permanent partially disabled Employee shall bear the cost of these benefits, i.e., pay the monthly premium charges, for eligible dependents.
- (2) Group Term Life Insurance in the amount of \$50,000 at the City's expense. Coverage shall terminate upon the Employee's return to duty or until IMRF converts the Employee to a regular pension. Grandfathered Employees who previously (prior to January 1, 2015) selected a \$10,000 death benefit will continue to receive this benefit.

(b) Permanent Total Disability

The City shall allow each former Employee who at the time of separation is receiving a disability pension benefit and is physically or mentally unable to work in any occupation for which the

employee may qualify, to continue to receive the following group insurance benefits until the Employee's return to duty or until IMRF converts the Employee to a regular pension.

- (1) Hospital Benefits, Physician Benefits and Prescription Drug Program Benefits, including eligible dependents.
- (2) Dental Benefits including eligible dependents.
- (3) Group Term Life Insurance in the amount of \$50,000 at the City's expense. Coverage shall not terminate until IMRF converts the Employee to a regular pension. Grandfathered Employees who previously (prior to January 1, 2015) selected a \$10,000 death benefit will continue to receive this benefit.

The City shall bear the cost of these benefits for the permanent totally disabled Employee and the employee's eligible dependents.

SECTION 6 *Health Benefit Plan for Surviving Spouse*

The City shall allow a surviving spouse and eligible dependents of a deceased Employee, either active or retired at the time of death, to maintain group health insurance benefits, provided these individuals pay the monthly premium charge for this coverage to the City. This coverage shall cease upon remarriage of the Employee's spouse.

SECTION 7 *Health Benefit Plan for Employees on Layoff Status*

The City shall allow each former Employee who is on lay off status and the Employee's eligible dependents to continue to receive group health insurance benefits for a period of time not to exceed eighteen (18) months after the commencement of the layoff provided that the Employee pays the monthly premium charges for these benefits.

SECTION 8 *Plan Coverage*

Payment of any and all benefits described in this Article shall be made solely in accordance with and subject to the terms, conditions and provision of the Plan Documents (Employee Benefit Plan No. P06574) on file in the Office of the City Clerk. Each covered Employee shall receive a booklet describing the coverages provided under the plans.

SECTION 9 *Tetanus shots*

Tetanus shots shall be provided by the City to those Employees of the Sewage/Wastewater Collection and Treatment Division on a voluntary basis, i.e., to those who request them.

SECTION 10 *Health Care Committee*

The Union shall designate one (1) of its members to represent it on the Joint Health Care Review Committee, consisting of one (1) representative from each bargaining unit and designated members from the City Administration. This Committee shall meet at least monthly during the term of this contract, in order to determine and establish the most cost beneficial health care program to both the City and its employees.

SECTION 11 Other Benefits

(a) Wellness Benefit

Each full-time Employee and dependents are eligible to receive reimbursement up to a maximum of \$200.00 per calendar year for treatment or services rendered for eye care, or the \$200.00 reimbursement may be used by the Employee for the purpose of participating in a physical fitness program at an accredited college, health club or public gymnasium. However, the allowance of \$200.00 for an Annual Routine Physical Examination, provided under the City's Health Benefit Plan, shall be forfeited if the Employee uses the \$200.00 allowance for eye care or a qualifying physical fitness program.

(b) Supplemental Vision Benefit

In addition to any other benefit provide under this Agreement, each Employee and their dependents shall be eligible for a group vision care benefit with an annual benefit limit of \$150.00 per benefit period for the purchase of prescription vision care products and professional vision care services, including, but not limited to, eye examinations by a licensed ophthalmologist or optician, prescription eyeglasses, prescription contact lens and vision correction or enhancement surgery by a medical doctor.

ARTICLE XXI

GENERAL PROVISIONS

SECTION 1 *Uniforms, Protective Clothing and Equipment*

(a) If any Employee is required to wear a uniform, protective clothing or any types of devices as a condition of employment, such item shall be furnished by the City. At the beginning of each calendar year, all personnel who work outside shall receive a stipend in the amount of one hundred fifty dollars (\$150.00) to cover the cost of winter weather gear and pants.

(b) The cost of maintaining required uniforms, protective clothing and equipment in proper condition, including tailoring, dry cleaning and laundering, shall be paid by the City on a reimbursable basis to the employee or by contract or uniform services, as the City elects.

(c) All Employees shall be provided the necessary Personal Protective Equipment ("PPE") as required by Departmental and/or Divisional PPE policy.

(d) Employees who are required to wear steel-toe or composite-toe boots shall receive a \$200 boot allowance payable at the start of employment and at the beginning of each calendar year thereafter. If an employee previously was not eligible for this boot allowance and they transfer into a new position requiring steel-toe or composite-toe boots, they will receive the boot allowance upon transfer and at the beginning of each calendar year thereafter.

SECTION 2 *Union Bulletin Boards*

The City shall furnish and maintain suitable bulletin boards, in convenient places in each work area, to be used by the Union. The Union shall limit its posting of notices and bulletins to such bulletin boards.

SECTION 3 *IMRF Additional Contributions*

(a) Employees may contribute additional monies toward IMRF per Section 7-173 of the Pension Code (40 ILCS 5/7-173).

(b) Employees may voluntarily participate in this program by notifying the Human Resources Department via written request. Employees may withhold an additional percent per pay period (up to 10-percent) which is placed in the Employee's Illinois Municipal Retirement Fund (IMRF) account, to increase pension benefits. Each December, the City shall reimburse participating employees for the additional amount withheld from the employee for the preceding twelve (12) months (up to a maximum of \$585.52 per year).

SECTION 4 *Privately Owned Vehicle Allowance*

(a) Employees who are required to drive their privately owned vehicles in the normal course of City business, shall be reimbursed at the rate of \$1,500.00 annually, payable on a special paycheck to be distributed in the month of January.

(b) In order to receive this allowance, employees who are otherwise eligible must provide proof quarterly that they maintain liability insurance in the minimum amount of \$100,000 per person/\$300,000 per accident.

(c) Employees in the following position classifications shall be considered eligible for this allowance:

- (1) Engineering Aide III
- (2) Residential Property Inspectors
- (3) Meter Readers

(d) Employees eligible for this allowance shall also receive a maximum of twenty (20) gallons of gasoline each week.

SECTION 5 *Union Supervisors*

(a) This Section includes Employees with the job classification or title list as or equivalent to:

- (1) Maintenance Foreman I
- (2) Maintenance Foreman II
- (3) Assistant Superintendent

(b) If such supervisors have a grievance, they will put it in writing and submit it to the Grievance Committee. The Committee shall take it up, commencing in Step 2 of the Grievance Procedure of this Agreement.

(c) Such supervisors shall have only the following reasons to file a grievance:

- (1) Dismissal;
- (2) Dispute with supervisors; or
- (3) Charges brought against the supervisor by superiors for inability to perform assigned duties.

SECTION 6 *Mechanic's Tool Reimbursement*

The City shall reimburse Employees classified as Mechanics for expenses related to the purchase of tools, up to a maximum of \$500.00 per year, upon presentation of valid receipts.

Classifications receiving this reimbursement include: General Mechanic (#2110), Lift Station Mechanic (#2160), Automotive Mechanic/Fleet Technician (#2030), Automotive Mechanic/Body Repairman/Fleet Technician (Body Repair) (#2032), Mechanic/Fabricator/Fleet Technician (Fabricator) (#2033), Fire Equipment Mechanic/Fleet Technician (Fire) (#2100) and Senior Fire Equipment Mechanic/Fleet Technician (Senior Fire Equipment) (#2101).

SECTION 7 *Continuity*

The City shall continue to provide and maintain other tools and safety equipment necessary for operations, in accordance with past practice.

SECTION 8 *No Strike*

Neither the Union, its officers or agents, nor any Employee shall instigate, promote or engage in any strike, slowdown, stoppage of work, or interference with City operations during the term of this Agreement.

SECTION 9 *No Lock Out*

The City shall not lock out any Employees during the term of this Agreement.

SECTION 10 *Coordination of Summer Help*

Employees assigned to oversee and coordinate the work assignments of two or more temporary employees participating in the Neighborhood Improvement Program shall receive 5% temporary assignment pay while performing such responsibilities.

SECTION 11

The City shall reimburse Employees who are required to maintain a Commercial Driver's License for renewal costs.

SECTION 12 *Tuition Assistance Reimbursement*

If an Employee voluntarily leaves the service of the City within 24 months of completing coursework for which the City has made reimbursement, the Employee shall repay to the City the full amount of the reimbursements made by the City in the 24 months preceding the Employee's separation. This re-payment may be deducted, by the City from a separating Employee's final paycheck.

SECTION 13

Payroll issues are to be corrected no later than the next available pay period after the Union and an authorized management representative agree to the resolution.

ARTICLE XXII

TERM AND EFFECT

SECTION 1

This Agreement shall be effective as of January 1, 2025, and shall remain in full force and effect until December 31, 2028. It shall take precedence in form and substance over any and all previous Agreements, either oral and/or written. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing at least sixty (60) days prior to December 31, 2028. In the event that such a notice is given, negotiations shall begin not later than thirty (30) days prior to December 31, 2028. This Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

SECTION 2

The Contract may be terminated after December 31, 2028, by either party with ten (10) days' notice even though negotiations are in progress. Notice of termination shall be delivered to the Union President or the City Manager by certified mail. The ten (10) day period shall begin on the date of the signed certified mail receipt. Ten (10) days termination notice may be given by either party to effectuate working agreement termination on December 31, 2028.

SECTION 3

Should any Article, Section or portion thereof of this Agreement be held unlawful or unenforceable by any last court of competent jurisdiction, such decision by the court shall apply only to the specified Article, Section or portion thereof directly specified in the decision. Upon issuance of such a decision, the parties agree immediately to negotiate a substitute for the invalidated Article, Section or portion thereof.

ARTICLE XXIII

REOPENER

If any group of employees in calendar year 2025 receive a general increase of more than 3.25%, and/or any additional paid time off is granted without an equivalent reduction in other benefits, the Union shall be entitled to reopen negotiations concerning the issue which triggered the reopener. If any group of employees in calendar year 2026 receive a general increase of more than 3.25%, and/or any additional paid time off is granted without an equivalent reduction in other benefits, the Union shall be entitled to reopen negotiations concerning the issue which triggered the re-opener. If any group of employees in calendar year 2027 receive a general increase of more than 3.25%, and/or any additional paid time off is granted without an equivalent reduction in other benefits, the Union shall be entitled to reopen negotiations concerning the issue which triggered the re-opener. If any group of employees in calendar year 2028 receive a general increase of more than 3.25 percent and/or any additional paid time off is granted without an equivalent reduction in other benefits, the Union shall be entitled to reopen negotiations concerning the issue which triggered the re-opener. Any terms granted as a result of an interest arbitration award shall not trigger re-opener negotiations under any circumstances.

RATIFICATION

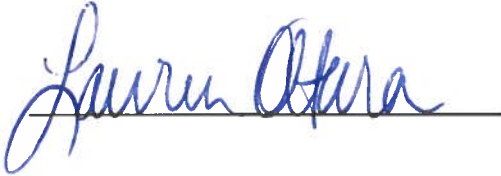
For the Union:

A handwritten signature in blue ink, appearing to be "Joe A. ...", written over a horizontal line.

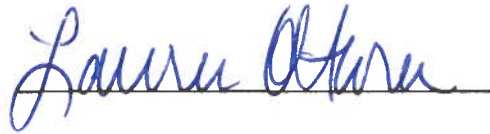
For the City:

A handwritten signature in blue ink, appearing to be "W. Galvin Beatty", written over a horizontal line.

Attest

A handwritten signature in blue ink, appearing to be "Laurin Akira", written over a horizontal line.

Attest

A handwritten signature in blue ink, appearing to be "Laurin Akira", written over a horizontal line.

APPENDIX A-1

Full Time Positions In Union

ADMINISTRATIVE

AF1 ACCOUNT CLERK	2015
AF1 CLERK TYPIST	2045
AF1 COMPUTER OPERATOR	2050
AF1 LOGISTICS CLERK	2165
AF1 POLICE AIDE	2240
AF1 SECRETARY 1	2260
AF1 TRANSCRIBER	2295
AF1 UTILITIES CLERK	2298
AF1 PUBLIC SAFETY CLERK I**	2241
AF1 PUBLIC SAFETY CLERK II**	2242

Roadways/Utilities(Public Works.Utlities)

AF2 ARBORIST	1262
AF2 ASST SUPR ROADWAYS	2020
AF2 EQUIPMENT OPERATOR I	2090
AF2 EQUIPMENT OPERATOR II	2091
AF2 EQUIPMENT OPERATOR III	2092
AF2 GENERAL MECHANIC	2110
AF2 LIFT STATION MECHANIC	2160
AF2 MAINTENACE FOREMAN I	2180
AF2 MAINTENACE FOREMAN II	2181
AF2 MAINTENANCE WORKER	2195
AF2 SIGNMAKER	2270
AF2 UTILITY SERVICE WORKER	2301
AF2 WATER METER REPAIRMAN	2320
AF2 WATER METER SHOP FOREMAN	2325

TECHNICAL

AF3 DATA SYSTEMS SPECIALIST	2065
AF3 ENGINEER AIDE I	2080
AF3 ENGINEER AIDE II	2081
AF3 ENGINEER AIDE III	2082
AF3 LABORATORY TECHNICIAN	2150
AF3 WASTEWATER PLANT OPER I	2310
AF3 WASTEWATER PLANT OPER II	2311
AF3 CHIEF WASTEWATER PLNT OPER	2313
AF3 CHIEF WATER PLANT OPR	2312
AF3 WATER PLANT OPERATOR	2330
AF3 MIS TECHNICIAN	2215
AF3 PLANNTER I**	2400
AF3 CIVIL ENGINEER	2405
AF3 CIVIL ENGINEER/PARKING SUPR*	2406

AF3 CIVIL ENGINEER/SUPERVISOR*	2407
AF3 CIVIL ENGINEER II**	2408
AF3 CAPITAL PROGRAM ENGINEER*	2410
AF3 TRAFFIC ENGINEER*	2415
FLEET SERVICES	
AF4 FLEET TECHNICIAN	2030
AF4 FLEET TECHNICIAN (BODY REPAIRS)	2032
AF4 FLEET TECHNICIAN(FABRICATOR)	2033
AF4 FLEET SERVICE TECHNICIAN	2035
AF4 FLEET TECHNICIAN (FIRE)	2100
AF4 FLEET TECHNICIAN(SENIOR FIRE)	2101
AF4 MECH MAINT FOREMAN I	2200
AF4 FLEET FOREMAN	2201
DISPATCH	
AF5 COMMUNICATION TECH SUPVSR	2049
AF5 PUB SAFETY DISPATCHER I	2254
AF5 PUB SAFETY DISPATCHER II	2255
AF5 COMM SHIFT SUPERVISOR	2256
INSPECTION ENFORCEMENT	
AF6 BUILDING SAFETY INSPECTOR*	2420
AF6 CHIEF BUILDING INSPECTOR*	2425
AF6 GRAFFITTI TECHNICIAN	2254
AF6 HOUSING EVALUATOR	2130
AF6 METER READER I	2210
AF6 METER READER II	2211
AF6 PARKING ENFR OFFICER	2230
AF6 PARKING FAC SERVICEMAN II	2236
AF6 PROPERTY MAINT EVALUATOR	2258
AF6 REHABILITATION SPECIALIST	2257
AF6 RESIDENTIAL PROPERTY INSPECTOR	2261
JANITORIAL	
AF7 JANITOR	2140
ELECTRICIAN I	1400
ELECTRICIAN II	1405

*The parties agree to update the list of Full Time Positions in the Union as appropriate based on clarifications to the bargaining unit.

APPENDIX A-2

Part-Time Positions in Union Hourly Rates

- A. Future Wage Range Increases: All Lows and Highs will automatically increase with any future increases to the Illinois minimum wage by the same amount. The Part-Time Wage Ranges will otherwise remain unchanged during the duration of the contract.
- B. Employee Wage Rate Increases: Part-time employees will receive the annual rate increase up to the high rate, which shall be the maximum rate, except as provided in Paragraph A.

	2025	
	<u>Low</u>	<u>High</u>
Custodian	\$19.00	\$22.50
Custodian-Floor	\$19.00	\$22.50
Parking Attendant-Regular	\$19.00	\$22.50
Parking Attendant-Union Station	\$19.00	\$22.50

	2026	
	<u>Low</u>	<u>High</u>
Custodian	\$19.00	\$22.50
Custodian-Floor	\$19.00	\$22.50
Parking Attendant-Regular	\$19.00	\$22.50
Parking Attendant-Union Station	\$19.00	\$22.50

	2027	
	<u>Low</u>	<u>High</u>
Custodian	\$19.00	\$22.50
Custodian-Floor	\$19.00	\$22.50
Parking Attendant-Regular	\$19.00	\$22.50
Parking Attendant-Union Station	\$19.00	\$22.50

	2028	
	<u>Low</u>	<u>High</u>
Custodian	\$19.00	\$22.50
Custodian-Floor	\$19.00	\$22.50
Parking Attendant-Regular	\$19.00	\$22.50
Parking Attendant-Union Station	\$19.00	\$22.50

APPENDIX B
2025-2028 Full-Time Annual Base Wage Schedules

CITY OF JOLIET AFSCME LOCAL 440 — 2025 ANNUAL BASE SALARY RATES									
HIRED BEFORE RATIFICATION OF CONTRACT	Position Code	0 STEP	18 STEP	24 STEP	30 STEP	48 STEP	144 STEP	180 STEP	240 STEP
ADMINISTRATIVE									
AF1 ACCOUNT CLERK	2015	46,117	64,364	67,539	70,883	75,915	79,591	81,932	85,853
AF1 CLERK TYPIST	2045	42,002	58,442	61,318	64,364	68,918	72,245	74,370	77,924
AF1 COMPUTER OPERATOR	2050	48,363	67,539	70,883	74,367	79,652	83,518	85,974	90,093
AF1 LOGISTICS CLERK	2165	61,451	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF1 POLICE AIDE	2240	44,400	61,828	64,875	68,096	72,930	76,461	78,710	82,472
AF1 SECRETARY I	2260	42,002	58,442	61,318	64,364	68,918	72,245	74,370	77,924
AF1 TRANSCRIBER	2295	43,001	59,858	62,810	65,922	70,592	74,009	76,186	79,825
AF1 UTILITIES CLERK	2298	48,363	67,539	70,883	74,334	79,617	83,479	85,934	90,055
AF1 PUBLIC SAFETY CLERK I	2241	42,002	58,442	61,318	64,364	68,918	72,245	74,370	77,924
AF1 PUBLIC SAFETY CLERK II	2242	44,400	61,828	64,875	68,096	72,930	76,461	78,710	82,472
ROADWAYS / PUBLIC WORKS / UTILITIES									
AF2 ARBORIST	1262	61,451	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF2 ASST SUPR ROADWAYS	2020	77,919	109,043	114,487	120,047	128,667	134,960	138,930	145,645
AF2 EQUIPMENT OPERATOR I	2090	57,585	83,216	87,738	92,256	98,854	103,665	106,714	111,858
AF2 EQUIPMENT OPERATOR II	2091	64,457	89,999	94,389	99,099	106,199	111,376	114,651	120,180
AF2 EQUIPMENT OPERATOR III	2092	67,569	94,389	99,099	103,938	111,384	116,822	120,257	126,056
AF2 GENERAL MECHANIC	2110	64,457	89,999	94,389	99,106	106,199	111,376	114,651	120,180
AF2 LIFT STATION MECHANIC	2160	64,457	89,999	94,389	99,106	106,199	111,376	114,651	120,180
AF2 MAINTENANCE FOREMAN I	2180	67,421	94,389	99,106	103,938	111,384	116,822	120,257	126,056
AF2 MAINTENANCE FOREMAN II	2181	74,303	103,938	108,989	114,422	122,631	128,626	132,409	138,808
AF2 MAINTENANCE WORKER	2195	54,882	79,293	85,341	87,889	94,167	98,749	101,654	106,543
AF2 SIGNMAKER	2270	61,451	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF2 UTILITY SERVICE WORKER	2301	64,457	89,999	94,389	99,106	106,199	111,376	114,651	120,180
AF2 WATER METER REPAIRMAN	2320	61,451	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF2 WATER METER SHOP FOREMAN	2325	67,569	94,389	99,106	103,938	111,384	116,822	120,257	126,056
TECHNICAL									
AF3 DATA SYSTEMS SPECIALIST	2065	46,117	64,364	67,539	70,883	75,915	79,591	81,932	85,853
AF3 ENGINEER AIDE I	2080	55,841	78,021	81,806	85,749	91,870	96,338	99,172	103,942
AF3 ENGINEER AIDE II	2081	64,457	89,999	94,389	99,099	106,199	111,376	114,651	120,180
AF3 ENGINEER AIDE III	2082	74,303	103,938	108,989	114,422	122,631	128,626	132,409	138,808
AF3 LABORATORY TECHNICIAN	2150	61,451	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF3 WASTEWATER PLANT OPER I	2310	61,451	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF3 WASTEWATER PLANT OPER II	2311	67,569	94,389	99,106	103,938	111,384	116,822	120,257	126,056
AF3 CHIEF WASTEWATER PLANT OPER	2313	74,303	103,938	108,989	114,422	122,631	128,626	132,409	138,808
AF3 CHIEF WATER PLANT OPERATOR	2312	74,303	103,938	108,989	114,422	122,631	128,626	132,409	138,808
AF3 WATER PLANT OPERATOR	2311	67,569	94,389	99,106	103,938	111,384	116,822	120,257	126,056
AF3 MIS TECHNICIAN	2215	48,363	67,539	70,883	74,367	79,652	83,518	85,974	90,093
AF3 PLANNER I	2400	85,695	92,343	107,860	120,047	128,667	134,960	138,930	145,645
AF3 CIVIL ENGINEER	2405	85,695	92,343	107,860	120,047	128,667	134,960	138,930	145,645
AF3 CIVIL ENGINEER/PARKING SUPERVISOR	2406	87,838	94,652	110,556	123,047	131,884	138,336	142,405	149,287
AF3 CIVIL ENGINEER/SUPERVISOR	2407	87,838	94,652	110,556	123,047	131,884	138,336	142,405	149,287
AF3 CIVIL ENGINEER II	2408	89,980	96,960	113,253	126,049	135,103	141,709	145,877	152,929
AF3 CAPITAL PROGRAM ENGINEER	2410	89,980	96,960	113,253	126,049	135,103	141,709	145,877	152,929
AF3 TRAFFIC ENGINEER	2415	92,230	99,384	116,084	129,200	138,478	145,252	149,525	156,751
FLEET SERVICES									
AF4 FLEET TECHNICIAN	2030	64,627	89,156	93,407	97,793	104,644	109,745	112,974	118,332
AF4 FLEET TECHNICIAN (BODY REPAIRS)	2032	67,635	93,407	97,793	102,502	109,699	115,056	118,439	124,065
AF4 FLEET TECHNICIAN (FABRICATOR)	2033	67,635	93,407	97,793	102,502	109,699	115,056	118,439	124,065
AF4 FLEET SERVICE TECHNICIAN	2035	54,882	79,293	85,341	87,889	94,167	98,749	101,654	106,543
AF4 FLEET TECHNICIAN (FIRE)	2100	64,626	89,157	93,407	97,793	104,644	109,745	112,974	118,332
AF4 FLEET TECHNICIAN (SENIOR FIRE)	2101	67,635	93,407	97,793	102,510	109,699	115,056	118,439	124,067
AF4 MECH MAINT FOREMAN I	2200	70,599	97,793	102,510	107,341	114,888	120,502	124,047	129,945
AF4 FLEET FOREMAN	2201	77,479	107,341	112,394	117,826	126,137	132,306	136,197	142,699
INSPECTION ENFORCEMENT									
AF6 BUILDING SAFETY INSPECTOR	2420	64,457	89,999	94,389	99,099	106,199	111,376	114,651	120,180
AF6 CHIEF BUILDING INSPECTOR	2425	74,303	103,938	108,989	114,422	122,631	128,626	132,409	138,808
AF6 GRAFFITTI TECHNICIAN	2254	35,923	55,386	58,088	60,988	65,356	68,544	70,559	73,960
AF6 HOUSING EVALUATOR	2130	61,451	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF6 METER READER I	2210	49,911	72,016	75,914	79,805	85,488	89,642	92,278	96,703
AF6 METER READER II	2211	55,841	78,021	81,806	85,751	91,870	96,338	99,172	103,942
AF6 PARKING ENFR OFFICER	2230	41,456	59,735	62,905	66,117	70,807	74,234	76,416	80,066
AF6 PARKING FAC SERVICEMAN II	2236	54,882	79,293	85,341	87,889	94,167	98,749	101,654	106,543
AF6 PROPERTY MAINT EVALUATOR	2258	61,451	85,749	89,999	94,389	101,140	106,068	109,187	114,445
AF6 REHABILITATION SPECIALIST	2257	64,457	89,999	94,389	99,099	106,199	111,376	114,651	120,180
AF6 RESIDENTIAL PROPERTY INSPECTOR	2261	64,457	89,999	94,389	99,099	106,199	111,376	114,651	120,180
JANITORIAL									
AF7 JANITOR	2140	46,117	64,364	67,539	70,883	75,915	79,591	81,932	85,853
ELECTRIC									
ELECTRICIAN I	1400	67,635	93,407	97,793	102,502	109,699	115,056	118,439	124,065
ELECTRICIAN II	1405	77,479	107,341	112,394	117,826	126,137	132,306	136,197	142,699

CITY OF JOLIET AFSCME LOCAL 440 — 2025 NEW ANNUAL BASE SALARY RATES

HIRED AFTER RATIFICATION OF CONTRACT*	Position Code	0	1	2	3	4	5	6	7	12	15	20
ADMINISTRATIVE												
AF1 ACCOUNT CLERK	2015	47,039	51,272	55,887	60,358	64,364	67,539	70,883	75,915	79,591	81,932	85,853
AF1 CLERK TYPIST	2045	42,842	46,698	50,901	54,973	58,442	61,318	64,364	68,918	72,245	74,370	77,924
AF1 COMPUTER OPERATOR	2050	49,331	53,770	58,610	63,298	67,539	70,883	74,367	79,652	83,518	85,974	90,093
AF1 LOGISTICS CLERK	2165	62,680	68,322	74,470	80,428	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF1 POLICE AIDE	2240	45,288	49,363	53,806	58,111	61,828	64,875	68,096	72,930	76,461	78,710	82,472
AF1 SECRETARY I	2260	42,842	46,698	50,901	54,973	58,442	61,316	64,364	68,918	72,245	74,370	77,924
AF1 TRANSCRIBER	2295	43,861	47,808	52,111	56,280	59,858	62,810	65,922	70,592	74,009	76,186	79,825
AF1 UTILITIES CLERK	2298	49,331	53,770	58,610	63,298	67,539	70,883	74,334	79,617	83,479	85,934	90,055
AF1 PUBLIC SAFETY CLERK I	2241	42,842	46,698	50,901	54,973	58,442	61,318	64,364	68,918	72,245	74,370	77,924
AF1 PUBLIC SAFETY CLERK II	2242	45,288	49,363	53,806	58,111	61,828	64,875	68,096	72,930	76,461	78,710	82,472
ROADWAYS / PUBLIC WORKS / UTILITIES												
AF2 ARBORIST	1262	62,680	68,322	74,470	80,428	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF2 ASST SUPR ROADWAYS	2020	79,477	86,630	94,427	101,981	109,043	114,487	120,047	128,667	134,960	138,930	145,645
AF2 EQUIPMENT OPERATOR I	2090	58,736	64,023	69,785	75,367	83,216	87,738	92,256	98,854	103,665	106,714	111,858
AF2 EQUIPMENT OPERATOR II	2091	65,746	71,663	78,113	84,362	89,999	94,389	99,099	106,199	111,376	114,651	120,180
AF2 EQUIPMENT OPERATOR III	2092	68,920	75,123	81,884	88,435	94,389	99,099	103,938	111,384	116,822	120,257	126,056
AF2 GENERAL MECHANIC	2110	65,746	71,663	78,113	84,362	89,999	94,389	99,106	106,199	111,376	114,651	120,180
AF2 LIFT STATION MECHANIC	2160	65,746	71,663	78,113	84,362	89,999	94,389	99,106	106,199	111,376	114,651	120,180
AF2 MAINTENANCE FOREMAN I	2180	68,770	74,959	81,705	88,242	94,389	99,106	103,938	111,384	116,822	120,257	126,056
AF2 MAINTENANCE FOREMAN II	2181	75,789	82,610	90,045	97,248	103,938	108,989	114,422	122,631	128,626	132,409	138,808
AF2 MAINTENANCE WORKER	2195	55,979	61,017	66,509	71,830	79,293	85,341	87,889	94,167	98,749	101,654	106,543
AF2 SIGNMAKER	2270	62,680	68,322	74,470	80,428	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF2 UTILITY SERVICE WORKER	2301	65,746	71,663	78,113	84,362	89,999	94,389	99,106	106,199	111,376	114,651	120,180
AF2 WATER METER REPAIRMAN	2320	62,680	68,322	74,470	80,428	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF2 WATER METER SHOP FOREMAN	2325	68,920	75,123	81,884	88,435	94,389	99,106	103,938	111,384	116,822	120,257	126,056
TECHNICAL												
AF3 DATA SYSTEMS SPECIALIST	2065	47,039	51,272	55,887	60,358	64,364	67,539	70,883	75,915	79,591	81,932	85,853
AF3 ENGINEER AIDE I	2080	56,958	62,084	67,671	73,085	78,021	81,806	85,749	91,870	96,338	99,172	103,942
AF3 ENGINEER AIDE II	2081	65,746	71,663	78,113	84,362	89,999	94,389	99,099	106,199	111,376	114,651	120,180
AF3 ENGINEER AIDE III	2082	75,789	82,610	90,045	97,248	103,938	108,989	114,422	122,631	128,626	132,409	138,808
AF3 LABORATORY TECHNICIAN	2150	62,680	68,322	74,470	80,428	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF3 WASTEWATER PLANT OPER I	2310	62,680	68,322	74,470	80,428	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF3 WASTEWATER PLANT OPER II	2311	68,920	75,123	81,884	88,435	94,389	99,106	103,938	111,384	116,822	120,257	126,056
AF3 CHIEF WASTEWATER PLANT OPER	2313	75,789	82,610	90,045	97,248	103,938	108,989	114,422	122,631	128,626	132,409	138,808
AF3 CHIEF WATER PLANT OPERATOR	2312	75,789	82,610	90,045	97,248	103,938	108,989	114,422	122,631	128,626	132,409	138,808
AF3 WATER PLANT OPERATOR	2311	68,920	75,123	81,884	88,435	94,389	99,106	103,938	111,384	116,822	120,257	126,056
AF3 MIS TECHNICIAN	2215	49,331	53,770	58,610	63,298	67,539	70,883	74,367	79,652	83,518	85,974	90,093
AF3 PLANNER I	2400	85,695	87,409	89,158	90,941	92,343	107,860	120,047	128,667	134,960	138,930	145,645
AF3 CIVIL ENGINEER	2405	85,695	87,409	89,158	90,941	92,343	107,860	120,047	128,667	134,960	138,930	145,645
AF3 CIVIL ENGINEER/PARKING SUPERVISOR	2406	87,838	89,595	91,387	93,214	94,652	110,556	123,047	131,884	138,336	142,405	149,287
AF3 CIVIL ENGINEER/SUPERVISOR	2407	87,838	89,595	91,387	93,214	94,652	110,556	123,047	131,884	138,336	142,405	149,287
AF3 CIVIL ENGINEER II	2408	89,980	91,780	93,616	95,488	96,960	113,253	126,049	135,103	141,709	145,877	152,929
AF3 CAPITAL PROGRAM ENGINEER	2410	89,980	91,780	93,616	95,488	96,960	113,253	126,049	135,103	141,709	145,877	152,929
AF3 TRAFFIC ENGINEER	2415	92,230	94,075	95,956	97,875	99,384	116,084	129,200	138,478	145,252	149,525	156,751
FLEET SERVICES												
AF4 FLEET TECHNICIAN	2030	65,920	71,853	78,319	84,585	89,156	93,407	97,793	104,644	109,745	112,974	118,332
AF4 FLEET TECHNICIAN (BODY REPAIRS)	2032	68,988	75,197	81,964	88,521	93,407	97,793	102,502	109,699	115,056	118,439	124,065
AF4 FLEET TECHNICIAN (FABRICATOR)	2033	68,988	75,197	81,964	88,521	93,407	97,793	102,502	109,699	115,056	118,439	124,065
AF4 FLEET SERVICE TECHNICIAN	2035	55,979	61,017	66,509	71,830	79,293	85,341	87,889	94,167	98,749	101,654	106,543
AF4 FLEET TECHNICIAN (FIRE)	2100	65,919	71,851	78,318	84,584	89,157	93,407	97,793	104,644	109,745	112,974	118,332
AF4 FLEET TECHNICIAN (SENIOR FIRE)	2101	68,988	75,197	81,964	88,521	93,407	97,793	102,510	109,699	115,056	118,439	124,067
AF4 MECH MAINT FOREMAN I	2200	72,011	78,492	85,557	92,401	97,793	102,510	107,341	114,888	120,502	124,047	129,945
AF4 FLEET FOREMAN	2201	79,028	86,141	93,894	101,405	107,341	112,394	117,826	126,137	132,306	136,197	142,699
INSPECTION ENFORCEMENT												
AF6 BUILDING SAFETY INSPECTOR	2420	65,746	71,663	78,113	84,362	89,999	94,389	99,099	106,199	111,376	114,651	120,180
AF6 CHIEF BUILDING INSPECTOR	2425	75,789	82,610	90,045	97,248	103,938	108,989	114,422	122,631	128,626	132,409	138,808
AF6 GRAFFITTI TECHNICIAN	2254	36,641	39,939	43,533	47,016	55,388	58,088	60,988	65,356	68,544	70,559	73,960
AF6 HOUSING EVALUATOR	2130	62,680	68,322	74,470	80,428	85,751	89,999	94,389	101,140	106,068	109,187	114,445
AF6 METER READER I	2210	50,909	55,491	60,485	65,324	72,016	75,914	79,805	85,488	89,642	92,278	96,703
AF6 METER READER II	2211	56,958	62,084	67,671	73,085	78,021	81,806	85,751	91,870	96,338	99,172	103,942
AF6 PARKING ENFR OFFICER	2230	42,285	46,091	50,239	54,258	59,735	62,905	66,117	70,807	74,234	76,416	80,066
AF6 PARKING FAC SERVICEMAN II	2236	55,979	61,017	66,509	71,830	79,293	85,341	87,889	94,167	98,749	101,654	106,543
AF6 PROPERTY MAINT EVALUATOR	2258	62,680	68,322	74,470	80,428	85,749	89,999	94,389	101,140	106,068	109,187	114,445
AF6 REHABILITATION SPECIALIST	2257	65,746	71,663	78,113	84,362	89,999	94,389	99,099	106,199	111,376	114,651	120,180
AF6 RESIDENTIAL PROPERTY INSPECTOR	2261	65,746	71,663	78,113	84,362	89,999	94,389	99,099	106,199	111,376	114,651	120,180
JANITORIAL												
AF7 JANITOR	2140	47,039	51,272	55,887	60,358	64,364	67,539	70,883	75,915	79,591	81,932	85,853
ELECTRIC												
ELECTRICIAN I	1400	68,988	75,197	81,964	88,521	93,407	97,793	102,502	109,699	115,056	118,439	124,065
ELECTRICIAN II	1405	79,028	86,141	93,894	101,405	107,341	112,394	117,826	126,137	132,306	136,197	142,699
DISPATCH*												
AF5 COMMUNICATION TECH SUPERVISOR	2049	75,545	78,567	81,709	84,978	88,377	91,912	95,588	99,412	103,251	106,288	111,406
AF5 PUB SAFETY DISPATCHER I	2254	58,257	60,587	63,010	65,531	68,152	70,878	73,713	76,662	78,202	80,502	84,352
AF5 PUB SAFETY DISPATCHER II	2255	65,247	67,857	70,572	73,395	76,330	79,384	82,559	85,861	89,642	92,278	96,703
AF5 COMM SHIFT SUPERVISOR	2256	71,671	74,538	77,519	80,620	83,845	87,198	90,686	94,314	98,422	101,316	106,184

*All dispatch employees hired prior to the ratification of this contract will be transitioned to the new wage schedule and shall follow the same step progression as new hires. Step placement of current employees shall be as outlined on the Dispatch Wage Schedule and Transition Plan. All new dispatch employees hired after the ratification date shall start at the New Step 0.

CITY OF JOLIET AFSCME LOCAL 440 — 2026 ANNUAL BASE SALARY RATES

HIRED BEFORE RATIFICATION OF CONTRACT	Position Code	0 STEP	18 STEP	24 STEP	30 STEP	48 STEP	144 STEP	180 STEP	240 STEP
ADMINISTRATIVE									
AF1 ACCOUNT CLERK	2015	47,615	66,456	69,734	73,187	78,382	82,178	84,595	88,644
AF1 CLERK TYPIST	2045	43,367	60,341	63,311	66,456	71,158	74,593	76,787	80,456
AF1 COMPUTER OPERATOR	2050	49,935	69,734	73,187	76,784	82,241	86,232	88,768	93,021
AF1 LOGISTICS CLERK	2165	63,448	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF1 POLICE AIDE	2240	45,843	63,838	66,984	70,310	75,300	78,946	81,268	85,152
AF1 SECRETARY I	2260	43,367	60,341	63,309	66,456	71,158	74,593	76,787	80,456
AF1 TRANSCRIBER	2295	44,398	61,804	64,851	68,064	72,886	76,414	78,662	82,419
AF1 UTILITIES CLERK	2298	49,935	69,734	73,187	76,750	82,205	86,192	88,727	92,981
AF1 PUBLIC SAFETY CLERK I	2241	43,367	60,341	63,311	66,456	71,158	74,593	76,787	80,456
AF1 PUBLIC SAFETY CLERK II	2242	45,843	63,838	66,984	70,310	75,300	78,946	81,268	85,152
ROADWAYS / PUBLIC WORKS / UTILITIES									
AF2 ARBORIST	1262	63,448	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF2 ASST SUPR ROADWAYS	2020	80,451	112,587	118,208	123,948	132,849	139,346	143,445	150,379
AF2 EQUIPMENT OPERATOR I	2090	59,456	85,921	90,589	95,254	102,066	107,034	110,182	115,493
AF2 EQUIPMENT OPERATOR II	2091	66,552	92,924	97,457	102,320	109,650	114,995	118,377	124,086
AF2 EQUIPMENT OPERATOR III	2092	69,765	97,457	102,320	107,316	115,004	120,619	124,166	130,153
AF2 GENERAL MECHANIC	2110	66,552	92,924	97,457	102,326	109,650	114,995	118,377	124,086
AF2 LIFT STATION MECHANIC	2160	66,552	92,924	97,457	102,326	109,650	114,995	118,377	124,086
AF2 MAINTENANCE FOREMAN I	2180	69,612	97,457	102,326	107,316	115,004	120,619	124,166	130,153
AF2 MAINTENANCE FOREMAN II	2181	76,718	107,316	112,531	118,140	126,617	132,806	136,712	143,320
AF2 MAINTENANCE WORKER	2195	56,665	81,870	88,115	90,746	97,228	101,959	104,958	110,005
AF2 SIGNMAKER	2270	63,448	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF2 UTILITY SERVICE WORKER	2301	66,552	92,924	97,457	102,326	109,650	114,995	118,377	124,086
AF2 WATER METER REPAIRMAN	2320	63,448	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF2 WATER METER SHOP FOREMAN	2325	69,765	97,457	102,326	107,316	115,004	120,619	124,166	130,153
TECHNICAL									
AF3 DATA SYSTEMS SPECIALIST	2065	47,615	66,456	69,734	73,187	78,382	82,178	84,595	88,644
AF3 ENGINEER AIDE I	2080	57,656	80,557	84,465	88,536	94,856	99,469	102,395	107,320
AF3 ENGINEER AIDE II	2081	66,552	92,924	97,457	102,320	109,650	114,995	118,377	124,086
AF3 ENGINEER AIDE III	2082	76,718	107,316	112,531	118,140	126,617	132,806	136,712	143,320
AF3 LABORATORY TECHNICIAN	2150	63,448	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF3 WASTEWATER PLANT OPER I	2310	63,448	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF3 WASTEWATER PLANT OPER II	2311	69,765	97,457	102,326	107,316	115,004	120,619	124,166	130,153
AF3 CHIEF WASTEWATER PLANT OPER	2313	76,718	107,316	112,531	118,140	126,617	132,806	136,712	143,320
AF3 CHIEF WATER PLANT OPERATOR	2312	76,718	107,316	112,531	118,140	126,617	132,806	136,712	143,320
AF3 WATER PLANT OPERATOR	2311	69,765	97,457	102,326	107,316	115,004	120,619	124,166	130,153
AF3 MIS TECHNICIAN	2215	49,935	69,734	73,187	76,784	82,241	86,232	88,768	93,021
AF3 PLANNER I	2400	88,481	95,344	111,366	123,948	132,849	139,346	143,445	150,379
AF3 CIVIL ENGINEER	2405	88,481	95,344	111,366	123,948	132,849	139,346	143,445	150,379
AF3 CIVIL ENGINEER/PARKING SUPERVISOR	2406	90,693	97,729	114,149	127,046	136,171	142,832	147,034	154,139
AF3 CIVIL ENGINEER/SUPERVISOR	2407	90,693	97,729	114,149	127,046	136,171	142,832	147,034	154,139
AF3 CIVIL ENGINEER II	2408	92,905	100,111	116,934	130,145	139,493	146,314	150,618	157,899
AF3 CAPITAL PROGRAM ENGINEER	2410	92,905	100,111	116,934	130,145	139,493	146,314	150,618	157,899
AF3 TRAFFIC ENGINEER	2415	95,228	102,614	119,857	133,399	142,978	149,973	154,384	161,845
FLEET SERVICES									
AF4 FLEET TECHNICIAN	2030	66,728	92,054	96,443	100,972	108,045	113,312	116,646	122,178
AF4 FLEET TECHNICIAN (BODY REPAIRS)	2032	69,833	96,443	100,972	105,834	113,264	118,795	122,288	128,097
AF4 FLEET TECHNICIAN (FABRICATOR)	2033	69,833	96,443	100,972	105,834	113,264	118,795	122,288	128,097
AF4 FLEET SERVICE TECHNICIAN	2035	56,665	81,870	88,115	90,746	97,228	101,959	104,958	110,005
AF4 FLEET TECHNICIAN (FIRE)	2100	66,727	92,055	96,443	100,972	108,045	113,312	116,646	122,178
AF4 FLEET TECHNICIAN (SENIOR FIRE)	2101	69,833	96,443	100,972	105,841	113,264	118,795	122,288	128,099
AF4 MECH MAINT FOREMAN I	2200	72,894	100,972	105,841	110,829	118,622	124,418	128,078	134,169
AF4 FLEET FOREMAN	2201	79,997	110,829	116,047	121,655	130,237	136,606	140,623	147,336
INSPECTION ENFORCEMENT									
AF6 BUILDING SAFETY INSPECTOR	2420	66,552	92,924	97,457	102,320	109,650	114,995	118,377	124,086
AF6 CHIEF BUILDING INSPECTOR	2425	76,718	107,316	112,531	118,140	126,617	132,806	136,712	143,320
AF6 GRAFFITTI TECHNICIAN	2254	37,090	57,186	59,976	62,970	67,480	70,771	72,852	76,364
AF6 HOUSING EVALUATOR	2130	63,448	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF6 METER READER I	2210	51,533	74,356	78,381	82,399	88,266	92,555	95,277	99,846
AF6 METER READER II	2211	57,656	80,557	84,465	88,538	94,856	99,469	102,395	107,320
AF6 PARKING ENFR OFFICER	2230	42,803	61,677	64,949	68,266	73,108	76,646	78,900	82,668
AF6 PARKING FAC SERVICEMAN II	2236	56,665	81,870	88,115	90,746	97,228	101,959	104,958	110,005
AF6 PROPERTY MAINT EVALUATOR	2258	63,448	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF6 REHABILITATION SPECIALIST	2257	66,552	92,924	97,457	102,320	109,650	114,995	118,377	124,086
AF6 RESIDENTIAL PROPERTY INSPECTOR	2261	66,552	92,924	97,457	102,320	109,650	114,995	118,377	124,086
JANITORIAL									
AF7 JANITOR	2140	47,615	66,456	69,734	73,187	78,382	82,178	84,595	88,644
ELECTRIC									
ELECTRICIAN I	1400	69,833	96,443	100,972	105,834	113,264	118,795	122,288	128,097
ELECTRICIAN II	1405	79,997	110,829	116,047	121,655	130,237	136,606	140,623	147,336

CITY OF JOLIET AFSCME LOCAL 440 — 2026 NEW ANNUAL BASE SALARY RATES

HIRED AFTER RATIFICATION OF CONTRACT*	Position Code	0	1	2	3	4	5	6	7	12	15	20
ADMINISTRATIVE												
AF1 ACCOUNT CLERK	2015	48,568	52,939	57,703	62,320	66,456	69,734	73,187	78,382	82,178	84,595	88,644
AF1 CLERK TYPIST	2045	44,235	48,216	52,555	56,759	60,341	63,311	66,456	71,158	74,593	76,787	80,456
AF1 COMPUTER OPERATOR	2050	50,934	55,518	60,514	65,356	69,734	73,187	76,784	82,241	86,232	88,768	93,021
AF1 LOGISTICS CLERK	2165	64,717	70,542	76,891	83,042	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF1 POLICE AIDE	2240	46,759	50,968	55,555	59,999	63,838	66,984	70,310	75,300	78,946	81,268	85,152
AF1 SECRETARY I	2260	44,235	48,216	52,555	56,759	60,341	63,309	66,456	71,158	74,593	76,787	80,456
AF1 TRANSCRIBER	2295	45,286	49,362	53,804	58,109	61,804	64,851	68,064	72,886	76,414	78,662	82,419
AF1 UTILITIES CLERK	2298	50,934	55,518	60,514	65,356	69,734	73,187	76,750	82,205	86,192	88,727	92,981
AF1 PUBLIC SAFETY CLERK I	2241	44,235	48,216	52,555	56,759	60,341	63,311	66,456	71,158	74,593	76,787	80,456
AF1 PUBLIC SAFETY CLERK II	2242	46,759	50,968	55,555	59,999	63,838	66,984	70,310	75,300	78,946	81,268	85,152
ROADWAYS / PUBLIC WORKS / UTILITIES												
AF2 ARBORIST	1262	64,717	70,542	76,891	83,042	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF2 ASST SUPR ROADWAYS	2020	82,060	89,445	97,496	105,295	112,587	118,208	123,948	132,849	139,346	143,445	150,379
AF2 EQUIPMENT OPERATOR I	2090	60,645	66,103	72,053	77,817	85,921	90,589	95,254	102,066	107,034	110,182	115,493
AF2 EQUIPMENT OPERATOR II	2091	67,883	73,992	80,652	87,104	92,924	97,457	102,320	109,650	114,995	118,377	124,086
AF2 EQUIPMENT OPERATOR III	2092	71,160	77,565	84,545	91,309	97,457	102,320	107,316	115,004	120,619	124,166	130,153
AF2 GENERAL MECHANIC	2110	67,883	73,992	80,652	87,104	92,924	97,457	102,320	109,650	114,995	118,377	124,086
AF2 LIFT STATION MECHANIC	2160	67,883	73,992	80,652	87,104	92,924	97,457	102,320	109,650	114,995	118,377	124,086
AF2 MAINTENANCE FOREMAN I	2180	71,005	77,395	84,361	91,109	97,457	102,320	107,316	115,004	120,619	124,166	130,153
AF2 MAINTENANCE FOREMAN II	2181	78,252	85,295	92,971	100,409	107,316	112,531	118,140	126,617	132,806	136,712	143,320
AF2 MAINTENANCE WORKER	2195	57,798	63,000	68,670	74,164	81,870	88,115	90,746	97,228	101,959	104,958	110,005
AF2 SIGNMAKER	2270	64,717	70,542	76,891	83,042	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF2 UTILITY SERVICE WORKER	2301	67,883	73,992	80,652	87,104	92,924	97,457	102,320	109,650	114,995	118,377	124,086
AF2 WATER METER REPAIRMAN	2320	64,717	70,542	76,891	83,042	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF2 WATER METER SHOP FOREMAN	2325	71,160	77,565	84,545	91,309	97,457	102,320	107,316	115,004	120,619	124,166	130,153
TECHNICAL												
AF3 DATA SYSTEMS SPECIALIST	2065	48,568	52,939	57,703	62,320	66,456	69,734	73,187	78,382	82,178	84,595	88,644
AF3 ENGINEER AIDE I	2080	58,809	64,101	69,871	75,460	80,557	84,465	88,536	94,856	99,469	102,395	107,320
AF3 ENGINEER AIDE II	2081	67,883	73,992	80,652	87,104	92,924	97,457	102,320	109,650	114,995	118,377	124,086
AF3 ENGINEER AIDE III	2082	78,252	85,295	92,971	100,409	107,316	112,531	118,140	126,617	132,806	136,712	143,320
AF3 LABORATORY TECHNICIAN	2150	64,717	70,542	76,891	83,042	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF3 WASTEWATER PLANT OPER I	2310	64,717	70,542	76,891	83,042	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF3 WASTEWATER PLANT OPER II	2311	71,160	77,565	84,545	91,309	97,457	102,320	107,316	115,004	120,619	124,166	130,153
AF3 CHIEF WASTEWATER PLANT OPER	2313	78,252	85,295	92,971	100,409	107,316	112,531	118,140	126,617	132,806	136,712	143,320
AF3 CHIEF WATER PLANT OPERATOR	2312	78,252	85,295	92,971	100,409	107,316	112,531	118,140	126,617	132,806	136,712	143,320
AF3 WATER PLANT OPERATOR	2311	71,160	77,565	84,545	91,309	97,457	102,320	107,316	115,004	120,619	124,166	130,153
AF3 MIS TECHNICIAN	2215	50,934	55,518	60,514	65,356	69,734	73,187	76,784	82,241	86,232	88,768	93,021
AF3 PLANNER I	2400	88,481	90,250	92,055	93,896	95,344	111,366	123,948	132,849	139,346	143,445	150,379
AF3 CIVIL ENGINEER	2405	88,481	90,250	92,055	93,896	95,344	111,366	123,948	132,849	139,346	143,445	150,379
AF3 CIVIL ENGINEER/PARKING SUPERVISOR	2406	90,693	92,506	94,357	96,244	97,729	114,149	127,046	136,171	142,832	147,034	154,139
AF3 CIVIL ENGINEER/SUPERVISOR	2407	90,693	92,506	94,357	96,244	97,729	114,149	127,046	136,171	142,832	147,034	154,139
AF3 CIVIL ENGINEER II	2408	92,905	94,763	96,658	98,591	100,111	116,934	130,145	139,493	146,314	150,618	157,899
AF3 CAPITAL PROGRAM ENGINEER	2410	92,905	94,763	96,658	98,591	100,111	116,934	130,145	139,493	146,314	150,618	157,899
AF3 TRAFFIC ENGINEER	2415	95,228	97,132	99,075	101,056	102,614	119,857	133,399	142,978	149,973	154,384	161,845
FLEET SERVICES												
AF4 FLEET TECHNICIAN	2030	68,062	74,188	80,865	87,334	92,054	96,443	100,972	108,045	113,312	116,646	122,178
AF4 FLEET TECHNICIAN (BODY REPAIRS)	2032	71,230	77,640	84,628	91,398	96,443	100,972	105,834	113,264	118,795	122,288	128,097
AF4 FLEET TECHNICIAN (FABRICATOR)	2033	71,230	77,640	84,628	91,398	96,443	100,972	105,834	113,264	118,795	122,288	128,097
AF4 FLEET SERVICE TECHNICIAN	2035	57,798	63,000	68,670	74,164	81,870	88,115	90,746	97,228	101,959	104,958	110,005
AF4 FLEET TECHNICIAN (FIRE)	2100	68,061	74,187	80,863	87,332	92,055	96,443	100,972	108,045	113,312	116,646	122,178
AF4 FLEET TECHNICIAN (SENIOR FIRE)	2101	71,230	77,640	84,628	91,398	96,443	100,972	105,841	113,264	118,795	122,288	128,099
AF4 MECH MAINT FOREMAN I	2200	74,352	81,043	88,337	95,404	100,972	105,841	110,829	118,622	124,418	128,078	134,169
AF4 FLEET FOREMAN	2201	81,597	88,941	96,945	104,701	110,829	116,047	121,655	130,237	136,606	140,623	147,336
INSPECTION ENFORCEMENT												
AF6 BUILDING SAFETY INSPECTOR	2420	67,883	73,992	80,652	87,104	92,924	97,457	102,320	109,650	114,995	118,377	124,086
AF6 CHIEF BUILDING INSPECTOR	2425	78,252	85,295	92,971	100,409	107,316	112,531	118,140	126,617	132,806	136,712	143,320
AF6 GRAFFITTI TECHNICIAN	2254	37,832	41,237	44,948	48,544	51,186	59,976	62,970	67,480	70,771	72,852	76,364
AF6 HOUSING EVALUATOR	2130	64,717	70,542	76,891	83,042	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF6 METER READER I	2210	52,564	57,295	62,451	67,447	74,356	78,381	82,399	88,266	92,555	95,277	99,846
AF6 METER READER II	2211	58,809	64,101	69,871	75,460	80,557	84,465	88,538	94,856	99,469	102,395	107,320
AF6 PARKING ENFR OFFICER	2230	43,659	47,589	51,872	56,021	61,677	64,949	68,266	73,108	76,646	78,900	82,668
AF6 PARKING FAC SERVICEMAN II	2236	57,798	63,000	68,670	74,164	81,870	88,115	90,746	97,228	101,959	104,958	110,005
AF6 PROPERTY MAINT EVALUATOR	2258	64,717	70,542	76,891	83,042	88,538	92,924	97,457	104,427	109,515	112,735	118,165
AF6 REHABILITATION SPECIALIST	2257	67,883	73,992	80,652	87,104	92,924	97,457	102,320	109,650	114,995	118,377	124,086
AF6 RESIDENTIAL PROPERTY INSPECTOR	2261	67,883	73,992	80,652	87,104	92,924	97,457	102,320	109,650	114,995	118,377	124,086
JANITORIAL												
AF7 JANITOR	2140	48,568	52,939	57,703	62,320	66,456	69,734	73,187	78,382	82,178	84,595	88,644
ELECTRIC												
ELECTRICIAN I	1400	71,230	77,640	84,628	91,398	96,443	100,972	105,834	113,264	118,795	122,288	128,097
ELECTRICIAN II	1405	81,597	88,941	96,945	104,701	110,829	116,047	121,655	130,237	136,606	140,623	147,336
DISPATCH*												
AF5 COMMUNICATION TECH SUPERVISOR	2049	78,000	81,120	84,365	87,739	91,249	94,899	98,695	102,643	106,807	109,742	115,026
AF5 PUB SAFETY DISPATCHER I	2254	60,150	62,556	65,058	67,661	70,367	73,182	76,109	79,153	80,743	83,118	87,094
AF5 PUB SAFETY DISPATCHER II	2255	67,368	70,063	72,865	75,780	78,811	81,963	85,242	88,652	92,555	95,277	99,846
AF5 COMM SHIFT SUPERVISOR	2256	74,000	76,960	80,038	83,240	86,570	90,032	93,634	97,379	101,621	104,609	109,635

*All dispatch employees hired prior to the ratification of this contract will be transitioned to the new wage schedule and shall follow the same step progression as new hires. Step placement of current employees shall be as outlined on the Dispatch Wage Schedule and Transition Plan. All new dispatch employees hired after the ratification date shall start at the New Step 0.

CITY OF JOLIET AFSCME LOCAL 440 — 2027 ANNUAL BASE SALARY RATES

HIRED BEFORE RATIFICATION OF CONTRACT	Position Code	0 STEP	18 STEP	24 STEP	30 STEP	48 STEP	144 STEP	180 STEP	240 STEP
ADMINISTRATIVE									
AF1 ACCOUNT CLERK	2015	49,163	68,616	72,000	75,565	80,929	84,849	87,344	91,525
AF1 CLERK TYPIST	2045	44,777	62,302	65,369	68,616	73,471	77,017	79,283	83,071
AF1 COMPUTER OPERATOR	2050	51,558	72,000	75,565	79,279	84,914	89,035	91,653	96,044
AF1 LOGISTICS CLERK	2165	65,511	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF1 POLICE AIDE	2240	47,332	65,912	69,160	72,595	77,747	81,511	83,909	87,920
AF1 SECRETARY I	2260	44,777	62,302	65,366	68,616	73,471	77,017	79,283	83,071
AF1 TRANSCRIBER	2295	45,841	63,812	66,959	70,277	75,255	78,897	81,219	85,098
AF1 UTILITIES CLERK	2298	51,558	72,000	75,565	79,244	84,876	88,993	91,610	96,003
AF1 PUBLIC SAFETY CLERK I	2241	44,777	62,302	65,369	68,616	73,471	77,017	79,283	83,071
AF1 PUBLIC SAFETY CLERK II	2242	47,332	65,912	69,160	72,595	77,747	81,511	83,909	87,920
ROADWAYS / PUBLIC WORKS / UTILITIES									
AF2 ARBORIST	1262	65,511	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF2 ASST SUPR ROADWAYS	2020	83,066	116,246	122,049	127,977	137,166	143,875	148,107	155,266
AF2 EQUIPMENT OPERATOR I	2090	61,388	88,713	93,533	98,350	105,384	110,513	113,763	119,247
AF2 EQUIPMENT OPERATOR II	2091	68,715	95,944	100,624	105,645	113,214	118,733	122,224	128,119
AF2 EQUIPMENT OPERATOR III	2092	72,032	100,624	105,645	110,803	118,742	124,539	128,201	134,383
AF2 GENERAL MECHANIC	2110	68,715	95,944	100,624	105,652	113,214	118,733	122,224	128,119
AF2 LIFT STATION MECHANIC	2160	68,715	95,944	100,624	105,652	113,214	118,733	122,224	128,119
AF2 MAINTENANCE FOREMAN I	2180	71,875	100,624	105,652	110,803	118,742	124,539	128,201	134,383
AF2 MAINTENANCE FOREMAN II	2181	79,211	110,803	116,188	121,980	130,732	137,122	141,155	147,977
AF2 MAINTENANCE WORKER	2195	58,507	84,531	90,979	93,695	100,387	105,272	108,369	113,580
AF2 SIGNMAKER	2270	65,511	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF2 UTILITY SERVICE WORKER	2301	68,715	95,944	100,624	105,652	113,214	118,733	122,224	128,119
AF2 WATER METER REPAIRMAN	2320	65,511	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF2 WATER METER SHOP FOREMAN	2325	72,032	100,624	105,652	110,803	118,742	124,539	128,201	134,383
TECHNICAL									
AF3 DATA SYSTEMS SPECIALIST	2065	49,163	68,616	72,000	75,565	80,929	84,849	87,344	91,525
AF3 ENGINEER AIDE I	2080	59,529	83,175	87,210	91,413	97,938	102,702	105,723	110,808
AF3 ENGINEER AIDE II	2081	68,715	95,944	100,624	105,645	113,214	118,733	122,224	128,119
AF3 ENGINEER AIDE III	2082	79,211	110,803	116,188	121,980	130,732	137,122	141,155	147,977
AF3 LABORATORY TECHNICIAN	2150	65,511	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF3 WASTEWATER PLANT OPER I	2310	65,511	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF3 WASTEWATER PLANT OPER II	2311	72,032	100,624	105,652	110,803	118,742	124,539	128,201	134,383
AF3 CHIEF WASTEWATER PLANT OPER	2313	79,211	110,803	116,188	121,980	130,732	137,122	141,155	147,977
AF3 CHIEF WATER PLANT OPERATOR	2312	79,211	110,803	116,188	121,980	130,732	137,122	141,155	147,977
AF3 WATER PLANT OPERATOR	2311	72,032	100,624	105,652	110,803	118,742	124,539	128,201	134,383
AF3 MIS TECHNICIAN	2215	51,558	72,000	75,565	79,279	84,914	89,035	91,653	96,044
AF3 PLANNER I	2400	91,356	98,442	114,985	127,977	137,166	143,875	148,107	155,266
AF3 CIVIL ENGINEER	2405	91,356	98,442	114,985	127,977	137,166	143,875	148,107	155,266
AF3 CIVIL ENGINEER/PARKING SUPERVISOR	2406	93,640	100,905	117,859	131,175	140,596	147,474	151,812	159,148
AF3 CIVIL ENGINEER/SUPERVISOR	2407	93,640	100,905	117,859	131,175	140,596	147,474	151,812	159,148
AF3 CIVIL ENGINEER II	2408	95,924	103,365	120,734	134,375	144,027	151,069	155,513	163,031
AF3 CAPITAL PROGRAM ENGINEER	2410	95,924	103,365	120,734	134,375	144,027	151,069	155,513	163,031
AF3 TRAFFIC ENGINEER	2415	98,323	105,949	123,752	137,734	147,625	154,847	159,402	167,105
FLEET SERVICES									
AF4 FLEET TECHNICIAN	2030	68,896	95,046	99,577	104,253	111,556	116,995	120,437	126,148
AF4 FLEET TECHNICIAN (BODY REPAIRS)	2032	72,103	99,577	104,253	109,273	116,945	122,656	126,263	132,260
AF4 FLEET TECHNICIAN (FABRICATOR)	2033	72,103	99,577	104,253	109,273	116,945	122,656	126,263	132,260
AF4 FLEET SERVICE TECHNICIAN	2035	58,507	84,531	90,979	93,695	100,387	105,272	108,369	113,580
AF4 FLEET TECHNICIAN (FIRE)	2100	68,895	95,047	99,577	104,253	111,556	116,995	120,437	126,148
AF4 FLEET TECHNICIAN (SENIOR FIRE)	2101	72,103	99,577	104,253	109,281	116,945	122,656	126,263	132,263
AF4 MECH MAINT FOREMAN I	2200	75,263	104,253	109,281	114,431	122,477	128,462	132,241	138,529
AF4 FLEET FOREMAN	2201	82,597	114,431	119,818	125,609	134,470	141,045	145,194	152,125
INSPECTION ENFORCEMENT									
AF6 BUILDING SAFETY INSPECTOR	2420	68,715	95,944	100,624	105,645	113,214	118,733	122,224	128,119
AF6 CHIEF BUILDING INSPECTOR	2425	79,211	110,803	116,188	121,980	130,732	137,122	141,155	147,977
AF6 GRAFFITI TECHNICIAN	2254	38,296	59,045	61,926	65,016	69,673	73,071	75,220	78,846
AF6 HOUSING EVALUATOR	2130	65,511	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF6 METER READER I	2210	53,208	76,773	80,928	85,077	91,135	95,563	98,373	103,091
AF6 METER READER II	2211	59,529	83,175	87,210	91,416	97,938	102,702	105,723	110,808
AF6 PARKING ENFR OFFICER	2230	44,194	63,681	67,060	70,485	75,484	79,137	81,464	85,355
AF6 PARKING FAC SERVICEMAN II	2236	58,507	84,531	90,979	93,695	100,387	105,272	108,369	113,580
AF6 PROPERTY MAINT EVALUATOR	2258	65,511	91,413	95,944	100,624	107,820	113,074	116,399	122,005
AF6 REHABILITATION SPECIALIST	2257	68,715	95,944	100,624	105,645	113,214	118,733	122,224	128,119
AF6 RESIDENTIAL PROPERTY INSPECTOR	2261	68,715	95,944	100,624	105,645	113,214	118,733	122,224	128,119
JANITORIAL									
AF7 JANITOR	2140	49,163	68,616	72,000	75,565	80,929	84,849	87,344	91,525
ELECTRIC									
ELECTRICIAN I	1400	72,103	99,577	104,253	109,273	116,945	122,656	126,263	132,260
ELECTRICIAN II	1405	82,597	114,431	119,818	125,609	134,470	141,045	145,194	152,125

CITY OF JOLIET AFSCME LOCAL 440 — 2027 NEW ANNUAL BASE SALARY RATES

HIRED AFTER RATIFICATION OF CONTRACT*	Position Code	0	1	2	3	4	5	6	7	12	15	20
ADMINISTRATIVE												
AF1 ACCOUNT CLERK	2015	50,397	54,933	59,877	64,667	68,616	72,000	75,565	80,929	84,849	87,344	91,525
AF1 CLERK TYPIST	2045	45,900	50,032	54,534	58,897	62,302	65,369	68,616	73,471	77,017	79,283	83,071
AF1 COMPUTER OPERATOR	2050	52,852	57,609	62,794	67,817	72,000	75,565	79,279	84,914	89,035	91,653	96,044
AF1 LOGISTICS CLERK	2165	67,155	73,199	79,787	86,170	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF1 POLICE AIDE	2240	48,520	52,887	57,647	62,259	65,912	69,160	72,595	77,747	81,511	83,909	87,920
AF1 SECRETARY I	2260	45,900	50,032	54,534	58,897	62,302	65,366	68,616	73,471	77,017	79,283	83,071
AF1 TRANSCRIBER	2295	46,992	51,221	55,831	60,297	63,812	66,959	70,277	75,255	78,897	81,219	85,098
AF1 UTILITIES CLERK	2298	52,852	57,609	62,794	67,817	72,000	75,565	79,244	84,876	88,993	91,610	96,003
AF1 PUBLIC SAFETY CLERK I	2241	45,900	50,032	54,534	58,897	62,302	65,369	68,616	73,471	77,017	79,283	83,071
AF1 PUBLIC SAFETY CLERK II	2242	48,520	52,887	57,647	62,259	65,912	69,160	72,595	77,747	81,511	83,909	87,920
ROADWAYS / PUBLIC WORKS / UTILITIES												
AF2 ARBORIST	1262	67,155	73,199	79,787	86,170	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF2 ASST SUPR ROADWAYS	2020	85,151	92,814	101,167	109,261	116,246	122,049	127,977	137,166	143,875	148,107	155,266
AF2 EQUIPMENT OPERATOR I	2090	62,929	68,593	74,766	80,748	88,713	93,533	98,350	105,384	110,513	113,763	119,247
AF2 EQUIPMENT OPERATOR II	2091	70,439	76,779	83,689	90,384	95,944	100,624	105,645	113,214	118,733	122,224	128,119
AF2 EQUIPMENT OPERATOR III	2092	73,840	80,486	87,730	94,748	100,624	105,645	110,803	118,742	124,539	128,201	134,383
AF2 GENERAL MECHANIC	2110	70,439	76,779	83,689	90,384	95,944	100,624	105,652	113,214	118,733	122,224	128,119
AF2 LIFT STATION MECHANIC	2160	70,439	76,779	83,689	90,384	95,944	100,624	105,652	113,214	118,733	122,224	128,119
AF2 MAINTENANCE FOREMAN I	2180	73,679	80,310	87,538	94,541	100,624	105,652	110,803	118,742	124,539	128,201	134,383
AF2 MAINTENANCE FOREMAN II	2181	81,199	88,507	96,473	104,191	110,803	116,188	121,980	130,732	137,122	141,155	147,977
AF2 MAINTENANCE WORKER	2195	59,975	65,373	71,257	76,957	84,531	90,979	93,695	100,387	105,272	108,369	113,580
AF2 SIGNMAKER	2270	67,155	73,199	79,787	86,170	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF2 UTILITY SERVICE WORKER	2301	70,439	76,779	83,689	90,384	95,944	100,624	105,652	113,214	118,733	122,224	128,119
AF2 WATER METER REPAIRMAN	2320	67,155	73,199	79,787	86,170	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF2 WATER METER SHOP FOREMAN	2325	73,840	80,486	87,730	94,748	100,624	105,652	110,803	118,742	124,539	128,201	134,383
TECHNICAL												
AF3 DATA SYSTEMS SPECIALIST	2065	50,397	54,933	59,877	64,667	68,616	72,000	75,565	80,929	84,849	87,344	91,525
AF3 ENGINEER AIDE I	2080	61,024	66,516	72,502	78,302	83,175	87,210	91,413	97,938	102,702	105,723	110,808
AF3 ENGINEER AIDE II	2081	70,439	76,779	83,689	90,384	95,944	100,624	105,645	113,214	118,733	122,224	128,119
AF3 ENGINEER AIDE III	2082	81,199	88,507	96,473	104,191	110,803	116,188	121,980	130,732	137,122	141,155	147,977
AF3 LABORATORY TECHNICIAN	2150	67,155	73,199	79,787	86,170	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF3 WASTEWATER PLANT OPER I	2310	67,155	73,199	79,787	86,170	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF3 WASTEWATER PLANT OPER II	2311	73,840	80,486	87,730	94,748	100,624	105,652	110,803	118,742	124,539	128,201	134,383
AF3 CHIEF WASTEWATER PLANT OPER	2313	81,199	88,507	96,473	104,191	110,803	116,188	121,980	130,732	137,122	141,155	147,977
AF3 CHIEF WATER PLANT OPERATOR	2312	81,199	88,507	96,473	104,191	110,803	116,188	121,980	130,732	137,122	141,155	147,977
AF3 WATER PLANT OPERATOR	2311	73,840	80,486	87,730	94,748	100,624	105,652	110,803	118,742	124,539	128,201	134,383
AF3 MIS TECHNICIAN	2215	52,852	57,609	62,794	67,817	72,000	75,565	79,279	84,914	89,035	91,653	96,044
AF3 PLANNER I	2400	91,356	93,183	95,047	96,948	98,442	114,985	127,977	137,166	143,875	148,107	155,266
AF3 CIVIL ENGINEER	2405	91,356	93,183	95,047	96,948	98,442	114,985	127,977	137,166	143,875	148,107	155,266
AF3 CIVIL ENGINEER/PARKING SUPERVISOR	2406	93,640	95,513	97,423	99,372	100,905	117,859	131,175	140,596	147,474	151,812	159,148
AF3 CIVIL ENGINEER/SUPERVISOR	2407	93,640	95,513	97,423	99,372	100,905	117,859	131,175	140,596	147,474	151,812	159,148
AF3 CIVIL ENGINEER II	2408	95,924	97,843	99,799	101,795	103,365	120,734	134,375	144,027	151,069	155,513	163,031
AF3 CAPITAL PROGRAM ENGINEER	2410	95,924	97,843	99,799	101,795	103,365	120,734	134,375	144,027	151,069	155,513	163,031
AF3 TRAFFIC ENGINEER	2415	98,323	100,289	102,295	104,341	105,949	123,752	137,734	147,625	154,847	159,402	167,105
FLEET SERVICES												
AF4 FLEET TECHNICIAN	2030	70,626	76,982	83,910	90,623	95,046	99,577	104,253	111,556	116,995	120,437	126,148
AF4 FLEET TECHNICIAN (BODY REPAIRS)	2032	73,912	80,565	87,815	94,841	99,577	104,253	109,273	116,945	122,656	126,263	132,260
AF4 FLEET TECHNICIAN (FABRICATOR)	2033	73,912	80,565	87,815	94,841	99,577	104,253	109,273	116,945	122,656	126,263	132,260
AF4 FLEET SERVICE TECHNICIAN	2035	59,975	65,373	71,257	76,957	84,531	90,979	93,695	100,387	105,272	108,369	113,580
AF4 FLEET TECHNICIAN (FIRE)	2100	70,626	76,982	83,910	90,623	95,046	99,577	104,253	111,556	116,995	120,437	126,148
AF4 FLEET TECHNICIAN (SENIOR FIRE)	2101	73,912	80,565	87,815	94,841	99,577	104,253	109,281	116,945	122,656	126,263	132,263
AF4 MECH MAINT FOREMAN I	2200	77,152	84,096	91,664	98,997	104,253	109,281	114,431	122,477	128,462	132,241	138,529
AF4 FLEET FOREMAN	2201	84,670	92,290	100,596	108,644	114,431	119,818	125,609	134,470	141,045	145,194	152,125
INSPECTION ENFORCEMENT												
AF6 BUILDING SAFETY INSPECTOR	2420	70,439	76,779	83,689	90,384	95,944	100,624	105,645	113,214	118,733	122,224	128,119
AF6 CHIEF BUILDING INSPECTOR	2425	81,199	88,507	96,473	104,191	110,803	116,188	121,980	130,732	137,122	141,155	147,977
AF6 GRAFFITTI TECHNICIAN	2254	39,257	42,790	46,841	50,372	59,045	61,926	65,016	69,673	73,071	75,220	78,846
AF6 HOUSING EVALUATOR	2130	67,155	73,199	79,787	86,170	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF6 METER READER I	2210	54,544	59,452	64,803	69,987	76,773	80,928	85,077	91,135	95,563	98,373	103,091
AF6 METER READER II	2211	61,024	66,516	72,502	78,302	83,175	87,210	91,416	97,938	102,702	105,723	110,808
AF6 PARKING ENFR OFFICER	2230	45,304	49,381	53,825	58,131	63,681	67,060	70,485	75,484	79,137	81,464	85,355
AF6 PARKING FAC SERVICEMAN II	2236	59,975	65,373	71,257	76,957	84,531	90,979	93,695	100,387	105,272	108,369	113,580
AF6 PROPERTY MAINT EVALUATOR	2258	67,155	73,199	79,787	86,170	91,416	95,944	100,624	107,820	113,074	116,399	122,005
AF6 REHABILITATION SPECIALIST	2257	70,439	76,779	83,689	90,384	95,944	100,624	105,645	113,214	118,733	122,224	128,119
AF6 RESIDENTIAL PROPERTY INSPECTOR	2261	70,439	76,779	83,689	90,384	95,944	100,624	105,645	113,214	118,733	122,224	128,119
JANITORIAL												
AF7 JANITOR	2140	50,397	54,933	59,877	64,667	68,616	72,000	75,565	80,929	84,849	87,344	91,525
ELECTRIC												
ELECTRICIAN I	1400	73,912	80,565	87,815	94,841	99,577	104,253	109,273	116,945	122,656	126,263	132,260
ELECTRICIAN II	1405	84,670	92,290	100,596	108,644	114,431	119,818	125,609	134,470	141,045	145,194	152,125
DISPATCH*												
AF5 COMMUNICATION TECH SUPERVISOR	2049	80,535	83,756	87,107	90,591	94,215	97,983	101,902	105,979	110,071	113,309	118,765
AF5 PUB SAFETY DISPATCHER I	2254	62,105	64,589	67,173	69,860	72,654	75,560	78,582	81,726	83,367	85,820	89,924
AF5 PUB SAFETY DISPATCHER II	2255	69,557	72,340	75,233	78,243	81,372	84,627	88,012	91,533	95,563	98,373	103,091
AF5 COMM SHIFT SUPERVISOR	2256	76,405	79,461	82,640	85,945	89,383	92,958	96,677	100,544	104,923	108,009	113,199

*All dispatch employees hired prior to the ratification of this contract will be transitioned to the new wage schedule and shall follow the same step progression as new hires. Step placement of current employees shall be as outlined on the Dispatch Wage Schedule and Transition Plan. All new dispatch employees hired after the ratification date shall start at the New Step 0.

CITY OF JOLIET AFSCME LOCAL 440 — 2028 ANNUAL BASE SALARY RATES

HIRED BEFORE RATIFICATION OF CONTRACT	Position Code	0 STEP	18 STEP	24 STEP	30 STEP	48 STEP	144 STEP	180 STEP	240 STEP
ADMINISTRATIVE									
AF1 ACCOUNT CLERK	2015	50,761	70,846	74,340	78,021	83,559	87,606	90,183	94,499
AF1 CLERK TYPIST	2045	46,232	64,327	67,493	70,846	75,859	79,520	81,859	85,771
AF1 COMPUTER OPERATOR	2050	53,234	74,340	78,021	81,856	87,673	91,928	94,632	99,165
AF1 LOGISTICS CLERK	2165	67,640	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF1 POLICE AIDE	2240	48,871	68,054	71,408	74,954	80,274	84,161	86,636	90,777
AF1 SECRETARY I	2260	46,232	64,327	67,491	70,846	75,859	79,520	81,859	85,771
AF1 TRANSCRIBER	2295	47,331	65,886	69,135	72,561	77,701	81,461	83,858	87,863
AF1 UTILITIES CLERK	2298	53,234	74,340	78,021	81,819	87,635	91,885	94,588	99,123
AF1 PUBLIC SAFETY CLERK I	2241	46,232	64,327	67,493	70,846	75,859	79,520	81,859	85,771
AF1 PUBLIC SAFETY CLERK II	2242	48,871	68,054	71,408	74,954	80,274	84,161	86,636	90,777
ROADWAYS / PUBLIC WORKS / UTILITIES									
AF2 ARBORIST	1262	67,640	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF2 ASST SUPR ROADWAYS	2020	85,765	120,024	126,016	132,136	141,624	148,551	152,921	160,312
AF2 EQUIPMENT OPERATOR I	2090	63,384	91,597	96,573	101,546	108,808	114,104	117,460	123,122
AF2 EQUIPMENT OPERATOR II	2091	70,948	99,062	103,894	109,079	116,893	122,592	126,197	132,282
AF2 EQUIPMENT OPERATOR III	2092	74,373	103,894	109,079	114,404	122,601	128,587	132,368	138,750
AF2 GENERAL MECHANIC	2110	70,948	99,062	103,894	109,086	116,893	122,592	126,197	132,282
AF2 LIFT STATION MECHANIC	2160	70,948	99,062	103,894	109,086	116,893	122,592	126,197	132,282
AF2 MAINTENANCE FOREMAN I	2180	74,211	103,894	109,086	114,404	122,601	128,587	132,368	138,750
AF2 MAINTENANCE FOREMAN II	2181	81,785	114,404	119,964	125,944	134,980	141,579	145,743	152,787
AF2 MAINTENANCE WORKER	2195	60,408	87,278	93,935	96,740	103,650	108,694	111,891	117,272
AF2 SIGNSMAKER	2270	67,640	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF2 UTILITY SERVICE WORKER	2301	70,948	99,062	103,894	109,086	116,893	122,592	126,197	132,282
AF2 WATER METER REPAIRMAN	2320	67,640	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF2 WATER METER SHOP FOREMAN	2325	74,373	103,894	109,086	114,404	122,601	128,587	132,368	138,750
TECHNICAL									
AF3 DATA SYSTEMS SPECIALIST	2065	50,761	70,846	74,340	78,021	83,559	87,606	90,183	94,499
AF3 ENGINEER AIDE I	2080	61,464	85,878	90,044	94,384	101,121	106,040	109,159	114,409
AF3 ENGINEER AIDE II	2081	70,948	99,062	103,894	109,079	116,893	122,592	126,197	132,282
AF3 ENGINEER AIDE III	2082	81,785	114,404	119,964	125,944	134,980	141,579	145,743	152,787
AF3 LABORATORY TECHNICIAN	2150	67,640	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF3 WASTEWATER PLANT OPER I	2310	67,640	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF3 WASTEWATER PLANT OPER II	2311	74,373	103,894	109,086	114,404	122,601	128,587	132,368	138,750
AF3 CHIEF WASTEWATER PLANT OPER	2313	81,785	114,404	119,964	125,944	134,980	141,579	145,743	152,787
AF3 CHIEF WATER PLANT OPERATOR	2312	81,785	114,404	119,964	125,944	134,980	141,579	145,743	152,787
AF3 WATER PLANT OPERATOR	2311	74,373	103,894	109,086	114,404	122,601	128,587	132,368	138,750
AF3 MIS TECHNICIAN	2215	53,234	74,340	78,021	81,856	87,673	91,928	94,632	99,165
AF3 PLANNER I	2400	94,325	101,642	118,722	132,136	141,624	148,551	152,921	160,312
AF3 CIVIL ENGINEER	2405	94,325	101,642	118,722	132,136	141,624	148,551	152,921	160,312
AF3 CIVIL ENGINEER/PARKING SUPERVISOR	2406	96,683	104,184	121,689	135,438	145,165	152,267	156,746	164,321
AF3 CIVIL ENGINEER/SUPERVISOR	2407	96,683	104,184	121,689	135,438	145,165	152,267	156,746	164,321
AF3 CIVIL ENGINEER II	2408	99,042	106,724	124,658	138,742	148,708	155,979	160,567	168,329
AF3 CAPITAL PROGRAM ENGINEER	2410	99,042	106,724	124,658	138,742	148,708	155,979	160,567	168,329
AF3 TRAFFIC ENGINEER	2415	101,518	109,393	127,774	142,211	152,423	159,879	164,582	172,536
FLEET SERVICES									
AF4 FLEET TECHNICIAN	2030	71,135	98,135	102,814	107,641	115,182	120,797	124,351	130,248
AF4 FLEET TECHNICIAN (BODY REPAIRS)	2032	74,446	102,814	107,641	112,825	120,746	126,642	130,366	136,559
AF4 FLEET TECHNICIAN (FABRICATOR)	2033	74,446	102,814	107,641	112,825	120,746	126,642	130,366	136,559
AF4 FLEET SERVICE TECHNICIAN	2035	60,408	87,278	93,935	96,740	103,650	108,694	111,891	117,272
AF4 FLEET TECHNICIAN (FIRE)	2100	71,134	98,136	102,814	107,641	115,182	120,797	124,351	130,248
AF4 FLEET TECHNICIAN (SENIOR FIRE)	2101	74,446	102,814	107,641	112,833	120,746	126,642	130,366	136,561
AF4 MECH MAINT FOREMAN I	2200	77,709	107,641	112,833	118,150	126,458	132,637	136,538	143,031
AF4 FLEET FOREMAN	2201	85,281	118,150	123,712	129,691	138,840	145,629	149,913	157,069
INSPECTION ENFORCEMENT									
AF6 BUILDING SAFETY INSPECTOR	2420	70,948	99,062	103,894	109,079	116,893	122,592	126,197	132,282
AF6 CHIEF BUILDING INSPECTOR	2425	81,785	114,404	119,964	125,944	134,980	141,579	145,743	152,787
AF6 GRAFFITTI TECHNICIAN	2254	39,540	60,964	63,938	67,129	71,938	75,446	77,664	81,408
AF6 HOUSING EVALUATOR	2130	67,640	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF6 METER READER I	2210	54,937	79,268	83,558	87,842	94,097	98,669	101,570	106,441
AF6 METER READER II	2211	61,464	85,878	90,044	94,387	101,121	106,040	109,159	114,409
AF6 PARKING ENFR OFFICER	2230	45,631	65,751	69,240	72,775	77,937	81,709	84,112	88,129
AF6 PARKING FAC SERVICEMAN II	2236	60,408	87,278	93,935	96,740	103,650	108,694	111,891	117,272
AF6 PROPERTY MAINT EVALUATOR	2258	67,640	94,384	99,062	103,894	111,325	116,749	120,182	125,970
AF6 REHABILITATION SPECIALIST	2257	70,948	99,062	103,894	109,079	116,893	122,592	126,197	132,282
AF6 RESIDENTIAL PROPERTY INSPECTOR	2261	70,948	99,062	103,894	109,079	116,893	122,592	126,197	132,282
JANITORIAL									
AF7 JANITOR	2140	50,761	70,846	74,340	78,021	83,559	87,606	90,183	94,499
ELECTRIC									
ELECTRICIAN I	1400	74,446	102,814	107,641	112,825	120,746	126,642	130,366	136,559
ELECTRICIAN II	1405	85,281	118,150	123,712	129,691	138,840	145,629	149,913	157,069

CITY OF JOLIET AFSCME LOCAL 440 — 2028 NEW ANNUAL BASE SALARY RATES

HIRED AFTER RATIFICATION OF CONTRACT*	Position Code	0	1	2	3	4	5	6	7	12	15	20
ADMINISTRATIVE												
AF1 ACCOUNT CLERK	2015	52,035	56,718	61,823	66,768	70,846	74,340	78,021	83,559	87,606	90,183	94,499
AF1 CLERK TYPIST	2045	47,392	51,658	56,307	60,811	64,327	67,493	70,846	75,859	79,520	81,859	85,771
AF1 COMPUTER OPERATOR	2050	54,570	59,481	64,834	70,021	74,340	78,021	81,856	87,673	91,928	94,632	99,165
AF1 LOGISTICS CLERK	2165	69,337	75,578	82,380	88,970	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF1 POLICE AIDE	2240	50,097	54,606	59,521	64,282	68,054	71,408	74,954	80,274	84,161	86,636	90,777
AF1 SECRETARY I	2260	47,392	51,658	56,307	60,811	64,327	67,493	70,846	75,859	79,520	81,859	85,771
AF1 TRANSCRIBER	2295	48,519	52,886	57,645	62,257	65,886	69,135	72,561	77,701	81,461	83,858	87,863
AF1 UTILITIES CLERK	2298	54,570	59,481	64,834	70,021	74,340	78,021	81,819	87,635	91,885	94,588	99,123
AF1 PUBLIC SAFETY CLERK I	2241	47,392	51,658	56,307	60,811	64,327	67,493	70,846	75,859	79,520	81,859	85,771
AF1 PUBLIC SAFETY CLERK II	2242	50,097	54,606	59,521	64,282	68,054	71,408	74,954	80,274	84,161	86,636	90,777
ROADWAYS / PUBLIC WORKS / UTILITIES												
AF2 ARBORIST	1262	69,337	75,578	82,380	88,970	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF2 ASST SUPR ROADWAYS	2020	87,918	95,831	104,455	112,812	120,024	126,016	132,136	141,624	148,551	152,921	160,312
AF2 EQUIPMENT OPERATOR I	2090	64,974	70,822	77,196	83,372	91,597	96,573	101,546	108,808	114,104	117,460	123,122
AF2 EQUIPMENT OPERATOR II	2091	72,729	79,274	86,409	93,322	99,062	103,894	109,079	116,893	122,592	126,197	132,282
AF2 EQUIPMENT OPERATOR III	2092	76,240	83,102	90,581	97,827	103,894	109,079	114,404	122,601	128,587	132,368	138,750
AF2 GENERAL MECHANIC	2110	72,729	79,274	86,409	93,322	99,062	103,894	109,086	116,893	122,592	126,197	132,282
AF2 LIFT STATION MECHANIC	2160	72,729	79,274	86,409	93,322	99,062	103,894	109,086	116,893	122,592	126,197	132,282
AF2 MAINTENANCE FOREMAN I	2180	76,073	82,920	90,383	97,613	103,894	109,086	114,404	122,601	128,587	132,368	138,750
AF2 MAINTENANCE FOREMAN II	2181	83,838	91,384	99,608	107,577	114,404	119,964	125,944	134,980	141,579	145,743	152,787
AF2 MAINTENANCE WORKER	2195	61,924	67,498	73,572	79,458	87,278	93,935	96,740	103,650	108,694	111,891	117,272
AF2 SIGNMAKER	2270	69,337	75,578	82,380	88,970	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF2 UTILITY SERVICE WORKER	2301	72,729	79,274	86,409	93,322	99,062	103,894	109,086	116,893	122,592	126,197	132,282
AF2 WATER METER REPAIRMAN	2320	69,337	75,578	82,380	88,970	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF2 WATER METER SHOP FOREMAN	2325	76,240	83,102	90,581	97,827	103,894	109,086	114,404	122,601	128,587	132,368	138,750
TECHNICAL												
AF3 DATA SYSTEMS SPECIALIST	2065	52,035	56,718	61,823	66,768	70,846	74,340	78,021	83,559	87,606	90,183	94,499
AF3 ENGINEER AIDE I	2080	63,007	68,677	74,858	80,847	85,878	90,044	94,384	101,121	106,040	109,159	114,409
AF3 ENGINEER AIDE II	2081	72,729	79,274	86,409	93,322	99,062	103,894	109,079	116,893	122,592	126,197	132,282
AF3 ENGINEER AIDE III	2082	83,838	91,384	99,608	107,577	114,404	119,964	125,944	134,980	141,579	145,743	152,787
AF3 LABORATORY TECHNICIAN	2150	69,337	75,578	82,380	88,970	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF3 WASTEWATER PLANT OPER I	2310	69,337	75,578	82,380	88,970	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF3 WASTEWATER PLANT OPER II	2311	76,240	83,102	90,581	97,827	103,894	109,086	114,404	122,601	128,587	132,368	138,750
AF3 CHIEF WASTEWATER PLANT OPER	2313	83,838	91,384	99,608	107,577	114,404	119,964	125,944	134,980	141,579	145,743	152,787
AF3 CHIEF WATER PLANT OPERATOR	2312	83,838	91,384	99,608	107,577	114,404	119,964	125,944	134,980	141,579	145,743	152,787
AF3 WATER PLANT OPERATOR	2311	76,240	83,102	90,581	97,827	103,894	109,086	114,404	122,601	128,587	132,368	138,750
AF3 MIS TECHNICIAN	2215	54,570	59,481	64,834	70,021	74,340	78,021	81,856	87,673	91,928	94,632	99,165
AF3 PLANNER I	2400	94,325	96,212	98,136	100,099	101,642	118,722	132,136	141,624	148,551	152,921	160,312
AF3 CIVIL ENGINEER	2405	94,325	96,212	98,136	100,099	101,642	118,722	132,136	141,624	148,551	152,921	160,312
AF3 CIVIL ENGINEER/PARKING SUPERVISOR	2406	96,683	98,617	100,589	102,601	104,184	121,689	135,438	145,165	152,267	156,746	164,321
AF3 CIVIL ENGINEER/SUPERVISOR	2407	96,683	98,617	100,589	102,601	104,184	121,689	135,438	145,165	152,267	156,746	164,321
AF3 CIVIL ENGINEER II	2408	99,042	101,022	103,043	105,104	106,724	124,658	138,742	148,708	155,979	160,567	168,329
AF3 CAPITAL PROGRAM ENGINEER	2410	99,042	101,022	103,043	105,104	106,724	124,658	138,742	148,708	155,979	160,567	168,329
AF3 TRAFFIC ENGINEER	2415	101,518	103,548	105,619	107,732	109,393	127,774	142,211	152,423	159,879	164,582	172,536
FLEET SERVICES												
AF4 FLEET TECHNICIAN	2030	72,921	79,484	86,637	93,568	98,135	102,814	107,641	115,182	120,797	124,351	130,248
AF4 FLEET TECHNICIAN (BODY REPAIRS)	2032	76,315	83,183	90,669	97,923	102,814	107,641	112,825	120,746	126,642	130,366	136,559
AF4 FLEET TECHNICIAN (FABRICATOR)	2033	76,315	83,183	90,669	97,923	102,814	107,641	112,825	120,746	126,642	130,366	136,559
AF4 FLEET SERVICE TECHNICIAN	2035	61,924	67,498	73,572	79,458	87,278	93,935	96,740	103,650	108,694	111,891	117,272
AF4 FLEET TECHNICIAN (FIRE)	2100	72,920	79,483	86,636	93,567	98,136	102,814	107,641	115,182	120,797	124,351	130,248
AF4 FLEET TECHNICIAN (SENIOR FIRE)	2101	76,315	83,183	90,669	97,923	102,814	107,641	112,833	120,746	126,642	130,366	136,561
AF4 MECH MAINT FOREMAN I	2200	79,659	86,829	94,643	102,215	107,641	112,833	118,150	126,458	132,637	136,538	143,031
AF4 FLEET FOREMAN	2201	87,422	95,290	103,866	112,175	118,150	123,712	129,691	138,840	145,629	149,913	157,069
INSPECTION ENFORCEMENT												
AF6 BUILDING SAFETY INSPECTOR	2420	72,729	79,274	86,409	93,322	99,062	103,894	109,079	116,893	122,592	126,197	132,282
AF6 CHIEF BUILDING INSPECTOR	2425	83,838	91,384	99,608	107,577	114,404	119,964	125,944	134,980	141,579	145,743	152,787
AF6 GRAFFITTI TECHNICIAN	2254	40,533	44,181	48,157	52,009	60,964	63,938	67,129	71,938	75,446	77,664	81,408
AF6 HOUSING EVALUATOR	2130	69,337	75,578	82,380	88,970	94,387	99,062	103,894	111,325	116,749	120,182	125,970
AF6 METER READER I	2210	56,316	61,385	66,909	72,262	79,268	83,558	87,842	94,097	98,669	101,570	106,441
AF6 METER READER II	2211	63,007	68,677	74,858	80,847	85,878	90,044	94,387	101,121	106,040	109,159	114,409
AF6 PARKING ENFR OFFICER	2230	46,776	50,986	55,575	60,020	65,751	69,240	72,775	77,937	81,709	84,112	88,129
AF6 PARKING FAC SERVICEMAN II	2236	61,924	67,498	73,572	79,458	87,278	93,935	96,740	103,650	108,694	111,891	117,272
AF6 PROPERTY MAINT EVALUATOR	2258	69,337	75,578	82,380	88,970	94,384	99,062	103,894	111,325	116,749	120,182	125,970
AF6 REHABILITATION SPECIALIST	2257	72,729	79,274	86,409	93,322	99,062	103,894	109,079	116,893	122,592	126,197	132,282
AF6 RESIDENTIAL PROPERTY INSPECTOR	2261	72,729	79,274	86,409	93,322	99,062	103,894	109,079	116,893	122,592	126,197	132,282
JANITORIAL												
AF7 JANITOR	2140	52,035	56,718	61,823	66,768	70,846	74,340	78,021	83,559	87,606	90,183	94,499
ELECTRIC												
ELECTRICIAN I	1400	76,315	83,183	90,669	97,923	102,814	107,641	112,825	120,746	126,642	130,366	136,559
ELECTRICIAN II	1405	87,422	95,290	103,866	112,175	118,150	123,712	129,691	138,840	145,629	149,913	157,069
DISPATCH*												
AF5 COMMUNICATION TECH SUPERVISOR	2049	83,152	86,478	89,938	93,535	97,277	101,168	105,214	109,423	113,649	116,991	122,625
AF5 PUB SAFETY DISPATCHER I	2254	64,123	66,688	69,356	72,130	75,015	78,016	81,136	84,382	86,077	88,609	92,847
AF5 PUB SAFETY DISPATCHER II	2255	71,818	74,691	77,678	80,786	84,017	87,378	90,873	94,508	98,669	101,570	106,441
AF5 COMM SHIFT SUPERVISOR	2256	78,888	82,044	85,325	88,738	92,288	95,980	99,819	103,811	108,333	111,519	116,877

*All dispatch employees hired prior to the ratification of this contract will be transitioned to the new wage schedule and shall follow the same step progression as new hires. Step placement of current employees shall be as outlined on the Dispatch Wage Schedule and Transition Plan. All new dispatch employees hired after the ratification date shall start at the New Step 0.

APPENDIX C

Communications Center Special Provisions

December 28, 1989

**Mr. Gerald Neff
President, AFSCME Local 440
109 Inwood
Joliet, IL 60435**

Re: Public Safety Dispatcher Promotions

Dear Gerry:

In response to a memo dated December 5, 1989 regarding the above issue, you suggested that Public Safety Dispatcher II's be selected in accordance with Article XVI, Section 8 of the contract. By utilizing this provision, the Police Department will consider seniority, but overall ability will be the determining factor when making the final selection.

Effective December 11, 1989, a written test will no longer be administered to fill PSD II vacancies. Rather, the vacancy shall be filled in accordance with Article XVI, Section 8 of AFSCME Local 440's contract. The provisions described in Appendix B, Selection Criteria, shall not apply when filling Public Safety Dispatcher II vacancies.

If you concur with the above change, please sign the letter in the designated area and return the original to me.

CONCURRENCE:

**John M. Mezera,
City Manager**

**Gerald M. Neff
President, AFSCME Local 440**

**Rodney S. Marion
Director of Human Resources**

**Dennis E. Nowicki
Chief of Police**

PUBLIC SAFETY COMMUNICATIONS CENTER

SELECTION CRITERIA

Applicants for bargaining unit positions in the Public Safety Communications center will be selected in accordance with the following criteria:

- Written Examination Rating
- Typing Test
- Oral Interviews
- Psychological Examinations
- Polygraph Examination
- Physical Examination

No civilian employees will be eligible for duty in the communications center without satisfying both the selection criteria established above and the individual position requirements as contained in the Public Safety Dispatcher I, Public Safety Dispatcher II and the Communications Center Shift Supervisor job descriptions, as previously negotiated and agreed upon by the Employer and the Union. Additionally, the attached memorandum of understanding pertaining to newly hired employees in the Communication Center will apply.

UNSCHEDULED VACANCIES

When the Police Department Watch Commander is notified of a vacancy in the Communications Center on the next scheduled shift, prior to the start of that shift, the employee currently on duty who is not relieved at the end of their job shift shall have the option to split the next shift with an employee on the same job classification or, when authorized by the employee's supervisor, work the 8-hour shift. No employee may leave their job until relieved by appropriate replacement personnel.

If the held over employee is not authorized to work the entire (8 Hour) subsequent shift and arrangements cannot be made for that employee to split the shift with an employee of the same job classification who is scheduled for duty on the next shift, the Watch Commander or the Communications Center Shift Supervisor shall institute overtime call out procedures per Article XII, Section 4 of the working agreement, except to the extent covered in this Memorandum of Understanding. If employees on the overtime call out list refuse the overtime or cannot be contacted, the vacancy may be filled by a police officer or fire-fighter for the duration of the shift. When a vacancy occurs during the first five (5) hours of the shift, every reasonable attempt will be made to fill such vacancy in accordance with Article XII of the Local 440 contract. When the vacancy occurs between the beginning of the sixth hour of the shift and the end of the shift, sworn personnel may be assigned to fill the vacancy for the balance of the shift without instituting the call out procedure.

EMERGENCIES

When an emergency arises which necessitates an immediate assignment of personnel to the Communications Center in order to maintain a proper level of service to the public, the Police and/or Fire Department may add sworn personnel from their ranks until the emergency has passed or until the end of the shift. Attempts will be made at the earliest reasonable time to call out appropriate bargaining unit employees in accordance with Article XII of the Local 440

working agreement.

Emergencies, as defined herein, are any sudden unexpected occurrences or conditions of pressing necessity which place an immediate demand for increased services which could not be provided by the regularly scheduled Communication Center personnel.

TRAINING

The Police and/or Fire Department may assign sworn personnel from their ranks to fill temporary vacancies in bargaining unit Communications Center positions which are created as a result of attendance by these employees at designated training sessions designed to upgrade job skills and enhance opportunities for promotion.

APPENDIX D

Neighborhood Services Special Provisions

Effective upon the ratification and execution of the 2013-2015 Collective Bargaining Agreement, the City Manager may consolidate the positions of Rehabilitation Specialist, Housing Evaluator and Property Maintenance Evaluator into a new position to be known as a Residential Property Inspector. Upon consolidation, the former positions shall be eliminated. A job description for the position of Residential Property Inspector is included as an appendix attached to this Agreement. The position of Residential Property Inspector shall have an annual base salary and pay plan steps equivalent to the position of Rehabilitation Specialist as set forth in Appendix A1. The position of Residential Property Inspector shall require valid, current International Code Council Certification as a Certified Residential Building Inspector at the time of application for the position. However, those persons holding the position of Rehabilitation Specialist, Housing Evaluator or Property Maintenance Evaluator as of March 27, 2014 shall not be required to be certified. But such persons shall be required to take the certification test until they pass and shall be eligible for a one-time bonus of \$500.00 upon passing their initial certification exam. The City shall provide training to assist current Neighborhood Services inspectors and future Residential Property Inspectors to maintain their required certification.

APPENDIX E

Master Contract Settlement Agreement

Subject to ratification by all City Unions and approval by the City Council, the parties hereby agree as follows:

1. Wages & Duration

a. Base wage adjustments shall be as follows:

2016	0%
2017	0%
2018	2% (Effective January 1, 2018)
2019	2% (Effective January 1, 2019)

b. The labor agreements shall expire on December 31, 2019.

2. Insurance

- a. Healthcare shall remain status quo for all Employees, Retirees, Retiree spouses and family coverage under the current Group Health Insurance Benefits Plan and shall remain unchanged through December 31, 2030 and shall be a permissive subject of bargaining until December 31, 2030. Therefore, the City understands that if it should request bargaining prior to December 31, 2030, and the Union declines to discuss this Article, the City shall not be entitled to any further rights to seek modification of this Article.**
- b. The only exception to Paragraph a. above is that if the Cadillac Tax (a/k/a excise tax) under the Affordable Care Act, as amended, is imposed, the labor agreements shall be reopened in 2025 if the City is penalized under such tax. All parties agree that only the financial consequences of the tax will be addressed.**

3 Outsourcing and Layoffs

- a. The City will not layoff existing bargaining unit employees during the period January 1, 2016 through and including December 31, 2019.**
- b. The City will not outsource work currently performed by existing bargaining unit employees where such outsourcing would result in the layoff of such employees.**

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- c. Nothing herein shall preclude the City from reducing the workforce by attrition, or subcontracting bargaining unit work to: 1) supplement work performed by bargaining unit employees; or 2) emergency or unforeseen circumstances.
- d. The City and AFSCME Local 440 shall bargain the impact of municipal parking division outsourcing, which shall not otherwise be affected by this Agreement.
- e. Paragraphs b. through d. of this paragraph 3 shall not apply to Locals 44 and 2369, IAFF. Rather, the City shall comply with the Illinois Firefighter Substitutes Act, 65 ILCS 5/10-1-14 and 65 ILCS 5/10-2.1-4 as amended.

4. Residency

- a. All persons hired on or after ratification of this agreement shall, as a term and condition of employment, reside within the corporate limits of the City of Joliet (City Limits) within eighteen (18) months of initial employment and shall remain in the city until their 20th anniversary. Any employee who attains their 20-year anniversary date of employment with the City shall not thereafter be required to reside within the City limits.
- b. All existing employees hired prior to ratification of this agreement shall be excluded from this residency agreement. As previously agreed by the parties residency within the corporate limits of the City of Joliet shall not be required by City employees covered by this agreement.
- c. The foregoing residency requirements shall not be subject to renegotiations prior to December 31, 2030.

5. Ancillary Issues

- a. The Individual Unions and the City shall meet separately to resolve any ancillary issues with respect to the terms of their 2016-2019 agreements.

Tentatively Agreed Upon:

For the City:

James D. Hooke
1/26/16

For the Union:

[Signature]
[Signature] 4/2
William D. Otto 2/23/16
[Signature]
E. J. Mullen 8/2/16
Richard F. L. L... *[Signature]*

[Signature] 4-7-17 *[Signature]*

APPENDIX E-1

Master Contract Settlement Agreement (Local 440)

As ratified by all City Unions and approved by the City Council, the parties hereby agree as follows:

1. Wages & Duration

a. Base wage adjustments shall be as follows:

2016	0%
2017	0%
2018	2% (Effective January 1, 2018)
2019	2% (Effective January 1, 2019)

b. The labor agreements shall expire on December 31, 2019.

2. Insurance

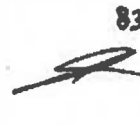
- a. Healthcare shall remain status quo for all Employees, Retirees, Retiree spouses and family coverage under the current Group Health Insurance Benefits Plan and shall remain unchanged through December 31, 2030 and shall be a permissive subject of bargaining until December 31, 2030. Therefore, the City understands that if it should request bargaining prior to December 31, 2030, and the Union declines to discuss this Article, the City shall not be entitled to any further rights to seek modification of this Article.**
- b. The only exception to Paragraph a. above is that if the Cadillac Tax (a/k/a excise tax) under the Affordable Care Act, as amended, is imposed, the labor agreements shall be reopened in 2025 if the City is penalized under such tax. All parties agree that only the financial consequences of the tax will be addressed.**

3. Outsourcing and Layoffs

- a. The City will not layoff existing bargaining unit employees during the period January 1, 2016 through and including December 31, 2019.**
- b. The City will not outsource work currently performed by existing bargaining unit employees where such outsourcing would result in the layoff of such employees.**

 4-7-17



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- c. Nothing herein shall preclude the City from reducing the workforce by attrition, or subcontracting bargaining unit work to: 1) supplement work performed by bargaining unit employees; or 2) emergency or unforeseen circumstances.
- d. The City and AFSCME Local 440 shall bargain the impact of municipal parking division outsourcing, which shall not otherwise be affected by this Agreement.
- e. Paragraphs b. through d. of this paragraph 3 shall not apply to Locals 44 and 2369, IAFF. Rather, the City shall comply with the Illinois Firefighter Substitutes Act, 65 ILCS 5/10-1-14 and 65 ILCS 5/10-2.1-4 as amended.

4. Residency

- a. All persons hired on or after ratification of this agreement shall, as a term and condition of employment, reside within the corporate limits of the City of Joliet (City Limits) within eighteen (18) months of initial employment and shall remain in the city until their 20th anniversary. Any employee who attains their 20-year anniversary date of employment with the City shall not thereafter be required to reside within the City Limits.
- b. All existing employees hired prior to ratification of this agreement shall be excluded from this residency agreement. As previously agreed by the parties residency within the corporate limits of the City of Joliet shall not be required by City employees covered by this agreement.
- c. The foregoing residency requirements shall not be subject to renegotiations prior to December 31, 2030.

5. Ancillary Issues

- a. The individual Unions and the City shall meet separately to resolve any ancillary issues with respect to the terms of their 2016-2019 agreements.

For the City:

James D. Hoke

For the Union:

[Signature]
3-4-16
[Signature]
3-4-16

[Signature] 4-7-17 *[Signature]*

84 *[Signature]*

APPENDIX F

Job Descriptions

The parties historically included copies of the bargaining unit job descriptions in an Appendix to the Collective Bargaining Agreement. For administrative reasons, the parties have agreed to physically remove the job descriptions from the Agreement without changing the status quo. The parties intend for any rights and obligations related to those job descriptions to be interpreted as if the job descriptions were still included in an Appendix to this Agreement.