

THE CITY OF HARTFORD, CONNECTICUT

AND

LOCAL 1716, COUNCIL 4

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL

EMPLOYEES, AFL-CIO

JULY 1, 2011 – JUNE 30, 2015

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**THE CITY OF HARTFORD, CONNECTICUT
AND
LOCAL 1716, COUNCIL 4
AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO**

PREAMBLE

The following Agreement, by and between the City of Hartford, Connecticut, hereinafter referred to as the City, and Local 1716, Council 4, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union, is recorded in written form to meet the requirements as set forth in § 7-470 (c) in the Municipal Employees Relations Act of the General Statutes of Connecticut. This Agreement is designed to provide for an equitable and peaceful procedure for the resolution of differences in accordance with the grievance procedure specified herein, in order to maintain and promote a harmonious relationship between the Union and the City and to encourage a more effective Service in the public interest.

RECOGNITION

The City recognizes the Union as the sole and exclusive bargaining agent pursuant to certification granted by the Connecticut State Board of Labor Relations June 29, 1966, (M.E. 1412), February 15, 1968, (M.E. 1653), February 27, 1975, (M.E. 2988), September 24, 1975, (M.E. 3175), and (M.E. 3190), March 10, 1976, (M.E. 3251) and October 27, 1993 (M.E. 14,924) for the purpose of collective bargaining on matters of rates of pay, wages, hours and other conditions of employment for all of its employees in the bargaining unit described in Appendix A. Any supervisory class which is later established or any present class which is later reconstituted as a supervisory class shall be excluded from the bargaining unit.

The Union recognizes the Mayor or his/her designated representative or representatives as the sole representative of the City of Hartford for the purpose of collective bargaining. The Union further agrees to bargain in good faith with the Mayor on all matters relating to wages, hours and other conditions of employment.

**ARTICLE I
NON DISCRIMINATION**

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination because of age, sex, marital status, race, color, religion, creed, national origin, political affiliation, union membership, sexual orientation, disability or other protected classification under federal, state or local law.

**ARTICLE II
MANAGEMENT RIGHTS**

Except as otherwise abridged or modified by any provision of this Agreement, it is the right of the City, acting through its departments and agencies, to determine the standards of service to be offered by its departments and agencies; determine the standards of selection for employment; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which the City's operations are to be conducted; determine the content of job classifications; exercise complete control and discretion over its organization and the technology of performing its work; and fulfill all of its legal responsibilities. The above rights, responsibility and prerogatives are inherent in the Court of Common Council and the Mayor by virtue of statutory and charter provisions and cannot be subject to any grievance or arbitration proceeding except as specifically provided for in this Agreement.

**ARTICLE III
PRIOR RIGHTS OR BENEFITS**

Nothing in this Agreement shall be construed as abridging any right or benefit that employees have enjoyed heretofore, provided such right or benefit is not superseded by the terms of this Agreement. This provision shall not preclude the right of the Mayor to make reasonable changes in any unreasonable prior right or benefit provided that the Union shall have access to the grievance procedure. Before any changes are made the City will discuss such changes with the Union Negotiating Committee.

**ARTICLE IV
UNION SECURITY**

SECTION 4.00 CHECK OFF

The City agrees to deduct from the pay of all employees covered by this Agreement, who authorize such deductions from their wages in writing, such membership dues and initiation fees as may be uniformly assessed by the Union. Such deductions shall continue for the duration of this Agreement. When an employee does not have sufficient money due to him/her, after deductions have been made for pension or other deductions required by law, Union dues for such deduction periods shall be deducted in the first (1st) due's deduction pay period in which the employee has sufficient funds due to him/her. It is also agreed that neither any employee nor the Union shall have any claim against the City for errors made in the processing of deductions unless a claim of error is made in writing to the City within sixty (60) calendar days after the date such deductions were or should have been made. It is also agreed that the obligation of the City for funds actually deducted under this section terminates upon the delivery of the deductions so made to the person authorized to receive such amounts from the City.

The Union agrees to indemnify and hold harmless the City for any loss or damages arising from the operation of this Section.

SECTION 4.01 DEDUCTION PERIOD

The deduction period for any month shall be made during the fourth (4th) payroll week of said month and shall be remitted to the Union, together with a list of names of employees from whose wages such deductions have been made, not later than the fifteenth (15th) day of the following month.

The City further agrees that all new employees shall be given a dues check off card and a memorandum from the Union President at the time of the employee's enrollment in the City's insurance program. The City shall also provide the Union with the work site location of new employees whenever it is practicable to do so.

SECTION 4.02 AGENCY SHOP

All present employees occupying positions in classifications listed in Appendices B and C must either retain their membership for the duration of this Agreement to the extent of paying the monthly dues uniformly required of all members as a condition of continued employment and all new employees must become and remain members of the Union for the duration of this Agreement to the extent of paying an initiation fee and the monthly dues uniformly required of all members as a condition of continued employment, or all present employees must for the duration of this Agreement pay the equivalent of monthly dues in the form of a service charge to the Union as a condition of continued employment and all new employees must pay the equivalent of the initiation fee and monthly dues for the duration of this Agreement as a condition of continued employment within thirty (30) days of their entry into a bargaining unit class. The Human Resources Department will supply the Union President a list of all new employees monthly.

The Union agrees to indemnify and hold harmless the City for any loss or damages arising from the operation of this Section.

SECTION 4.03 NO LOCK-OUT; NO STRIKE

The City agrees that there will be no lock-out of any employee or employees at any time. The Union agrees it will not call or support any strike, work stoppage or work slowdowns against the City at any time.

SECTION 4.04 PEOPLE DEDUCTION

The City agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the City and the Union. The City agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

**ARTICLE V
DEFINITIONS**

The following terms used in this Agreement shall have the following meanings:

- A. Employee means a full-time, permanent employee who has completed his/her probationary period.
- B. Part-time employees in the bargaining unit shall be determined in accordance with the certification dated June 29, 1966, and the stipulation on file with the State Board of Labor Relations.
- C. Paragraph headings used in this Agreement are for reference purposes only and shall not be used to interpret the language of the Agreement.
- D. For purposes of this Agreement, an employee claiming a domestic partner must have notified and placed on file with the Human Resources Department a valid certificate of domestic partnership as is on file with the City of Hartford Town Clerk, pursuant to Section 2-63 of the Municipal Code of Hartford.

**ARTICLE VI
CLASSIFICATION PLAN**

SECTION 6.00 MAINTENANCE

The City maintains a classification plan for the classification of positions in the bargaining unit. For the purposes of this Agreement, the classification plan shall be the one in effect on the effective date of this Agreement. The classification plan consists of class specifications, class relationship material and other related materials. The classification plan shall clearly and concisely set forth for each class of position: the official class title; class code; nature of work; illustrative examples of work; desirable knowledge, abilities and skills; and desirable experience and training.

SECTION 6.01 CHANGES

When the City creates new class specifications or makes other than minor changes in existing class specifications for the purpose of normal maintenance of the classification plan, the City and the Union shall negotiate appropriate pay rates and ranges.

Such new or revised class specifications shall become effective when the pay range for the class has been established through negotiations. The City will give the Union a copy of any new or revised class specifications.

SECTION 6.02 REVIEW OF POSITIONS

Any employee may make a written request for a review of the classification of his/her position through his/her department head to the Director of Human Resources provided that no such review had been made during the previous twelve months. The City will give a formal decision on such requests within six (6) months following receipt of the request in the Human Resources

Department, unless such time limit is extended by mutual agreement of the City and the Union. Any differences, disputes or controversy concerning the classification of individual positions in the bargaining unit shall be resolved through the grievance procedure at Step 3; provided, however, that grievances involving requests for reclassification from one existing classification in the bargaining unit to another existing classification in the bargaining unit may be submitted to arbitration.

There will be no reviews of classification as the result of an employee request (i.e. – Form 6) during the administration of the 2011-2015 Agreement.

SECTION 6.03 INTERPRETATION OF CLASS SPECIFICATIONS

Class specifications will be interpreted in their entirety and in relation to others in the unit classification plan. Particular phrases or examples shall not be isolated and treated as full definitions of a class. The phrase “Related Work as Required” shall mean duties related to those stated in the class specification under Illustrative Examples of Work. The phrase “Routine Maintenance Tasks” in the class specifications for the skilled trades classes shall mean minor maintenance tasks below the journeyman level in the other trades classes.

SECTION 6.04 EFFECT OF REALLOCATION OF POSITIONS

A regular employee who is occupying a position reallocated to a higher class shall be permanently appointed to the position only if he/she successfully completes a working test probationary period of sixty (60) days. If the position is reallocated to a lower class the employee in that division and class with the lowest seniority shall be reclassified to the lower class and assigned to the reallocated position.

Any employee so affected by this provision shall be certified first (1st) to the next vacancy in the department in the class from which he/she was reallocated. If more than one employee in the same division and class are so affected, they shall be reappointed to the class in which they were serving when reclassified in the order of their seniority as vacancies occur.

When, after the written request of an employee or the department head, it is found that an employee through his/her own initiative and intelligent application develops a position warranting a new or different class such employee shall be permanently appointed to the position only if he/she successfully completes a working test probationary period of sixty (60) days.

SECTION 6.05 USE OF NEW AND REVISED TITLES

No person shall be appointed to or employed in a position under a new or revised class title until a pay range for such class has been established as provided in Section 6.01 of this Agreement.

**ARTICLE VII
COMPENSATION**

SECTION 7.00 PAY RATES

The general wage increases for the term of this Agreement shall be as follows:

<u>Contract Year</u>	<u>Wage Increase</u>
July 1, 2011 – September 30, 2012	0%
October 1, 2012 – December 31, 2012	1½%
January 1, 2013 – June 30, 2013	1¼%
July 1, 2013 – December 31, 2013	1¼%
January 1, 2014 – June 30, 2014	1½%
July 1, 2014 – December 31, 2014	1½%
January 1, 2015 – June 30, 2015	2%

The percentage increases are applied to the base rate, rounded to the nearest twenty-five cents (25¢). Additional rates in the range are computed as a five percent (5%) increase above the entrance rate (except for classes listed below which are computed as a three percent (3%) increase), rounded to the nearest twenty-five cents (25¢).

Assistant Park Operations Section Leader	Lead Mason
Assistant Sanitation Section Leader	Machine Shop Mechanic II
Assistant Street Maintenance Section Leader	Mason
Automotive Mechanic	Painter II
Blacksmith	Painter III
Carpenter	Parking Meter Servicer
Cement Finisher	Plumber
Cemetery Sexton	Senior Gardener
Electrician I	Steamfitter
Electro-Mechanical Technician	Tire Repairer
Equipment Mechanic (Parks)	Tree Trimmer II
Lead Carpenter	Welder-Blacksmith

The actual pay rates and ranges are outlined in Appendix F.

Salary increases provided in this Section shall not be granted to employees who are being paid at rates above the maximum rate for their classification (red circle rates).

Signing Bonus. Effective October 22, 2012, bargaining unit members with a minimum of five (5) years of service will receive a one (1) time graduated lump sum signing bonus. Such signing bonus will be based on fifty dollars (\$50) per year of service to a maximum of five hundred and fifty dollars (\$550).

The City and the Union agree to form a committee in July 2013 to review the job descriptions and salaries of the Clerical, Early Learning Center Teacher and Early Learning Center Teacher Assistant classifications. Any findings may be the subject of negotiations for the contract beginning July 1, 2015.

SECTION 7.01 MAXIMUM STEP PAYMENT

Effective July 4, 2010 and through July 1, 2012, each full-time bargaining unit member at the maximum step of their job classification as of June 30 of the previous fiscal year shall receive a lump sum payment of two hundred and twenty-five dollars (\$225). Such payment shall be paid by the third payroll period in the month of July.

SECTION 7.02 MINIMUM AND MAXIMUM RATES

During the term of this Agreement, except as elsewhere provided, no positions in the bargaining unit classified service shall be assigned a salary higher than the maximum or lower than the minimum salary provided for the class of position.

SECTION 7.03 NEW PAY RATES

On the effective date of any pay increase each employee in the affected classes shall be adjusted to the new hiring rate or to the growth step next higher to the present salary rate in the amended range; provided, however, that the appointing authority may withhold granting the general increase during an employee's probationary period. Any such increase shall be granted at the successful completion of the probationary period and such increase shall be made retroactive to the date of the general increase.

SECTION 7.04 ADMINISTRATION

The pay plan shall be administered in accordance with the following provisions:

A. *The Payroll Period:* The standard payroll period shall be from 8:00 a.m. Sunday until 8:00 a.m. the following Sunday. Any bargaining unit member may voluntarily convert to a bi-weekly payroll period.

B. *The Effective Date:* The actual effective date of salary increases and other changes that affect the computation of weekly earnings shall be the date specified if Sunday, or the Sunday beginning the pay period that immediately follows the date specified.

C. *The Hiring Rate:* The hiring rate of pay for initial employment shall normally be paid upon appointment to the class. Appointment rates above the hiring rate may be paid if the appointing authority submits to the Director of Human Resources a written request and proof that a prospective employee is entitled to a higher wage rate. Justification for approval will be limited to recognition of extraordinary qualifications of an eligible or lack of available eligibles at the hiring rate. In the event that a new employee is appointed at a higher rate because of a lack of available

eligibles, the pay of present incumbents of the class shall be advanced so that no present employee is receiving a rate of pay less than that of the new appointee.

D. *Growth Increments:* Salary increments recognizing normal growth within established ranges shall be as provided for in the pay plan attached hereto as Appendix F during the month on which the anniversary date of appointment of the employee to the class occurred. Employees appointed on or before the fifteenth (15th) of the month and who have displayed normal growth shall be paid approved growth increments effective on the first (1st) of that month. Employees appointed after the fifteenth (15th) of the month shall receive the approved growth increment on the first (1st) day of the succeeding month. Employees shall be granted growth increments unless the department head certifies that the employee has not demonstrated the growth normally expected for the class. Growth increments shall not be more often than provided for by the growth frequency.

E. *Exceptional Service Increments:* Increments for exceptional service shall be paid on recommendation of the department head supported by a convincing showing in writing of exceptional service as related to specific criteria to be recommended by each department applicable to its own work and approved by the Director of Human Resources. Recommendations of the department head for exceptional service awards must be approved by the Director of Human Resources and the Chief Operating Officer.

The increments shall be granted by awarding an amount of five percent (5%) or ten percent (10%) of the employee's base rate which may be authorized for periods of three (3), six (6), nine (9), or twelve (12) months and will automatically terminate on the expiration of the authorized time unless renewed by the same procedure as is required for original approval.

This provision shall not be used by the City to subvert other terms of this Agreement.

F. *Total Remuneration:* Any wage or salary rate established for an employee shall represent the total remuneration for the employee, not including reimbursement for official travel. Except as otherwise provided in this Agreement, no employee shall receive pay from the City in addition to the wage or salary provided for in this Agreement. No reward, gift, fee or other form of remuneration in addition to regular compensation shall be received from any source by employees for the performance of their duties. If a reward, gift, fee or other form of remuneration is made available to any employee, it shall be donated to a charity mutually agreed upon by the City and the Union.

G. *Pay for Part-Time Work:* Employees working less than a regular work week shall be paid the equivalent hourly rate of pay established for the class. Any part-time employee who was paid at a higher hourly rate of pay as of June 30, 2009 will be grandfathered at the higher hourly rate of pay for as long as he/she remains in that part-time class.

H. *Pay Rates in Transfer, Promotion or Assignment:* Employees transferred from one position to another for any reason, shall receive their present rate of pay. Employees promoted or assigned to a higher class shall receive an increase in pay to the next higher growth step.

In the case of assignments to a higher class such change will be made if the assignment is for one week or more, or for a total period of forty (40) hours or more if required on a regular basis and the payment will be retroactive to the beginning of such period; provided, however, that an employee assigned to one of the following jobs shall receive the established rate for such job for each full hour or more so assigned: Heavy Truck Driver, Light Truck and Tractor Operator, Crane Operator, Equipment Operator, Motor Sweeper Operator, Power Shovel Operator, Public Works Dispatcher, Sanitation Laborer, Automotive Servicer, Parking Meter Servicer, Stationary Engineer, Weigher, Delivery Driver, Tire Repairer, Heavy Equipment Operator, Sanitation Crew Leader, Photostat Operator, Cashier, Switchboard Operator, Key punch Operator, Tabulating Equipment Operator, Offset Press Operator, Welder-Blacksmith, Voting Machine Technician, Radio Technician I, Health Education Artist, Laboratory Assistant, Deputy Sealer of Weights and Measures, Building Inspector I, Electrical Inspector I, Heating and Refrigeration Inspector I, Plumbing Inspector I and Blacksmith.

The past practices in compensating employees under this paragraph shall continue for the term of this Agreement.

Employees shall not be rotated on assignments for the purpose of avoiding payments at the higher rates.

Assignment to a higher class means that an employee has been assigned to a class with a higher pay rate either because of the absence of an employee who is classified in the higher class or because operating requirements present the need for such duties to be performed for a period of time.

An employee will not be assigned to a higher class unless he/she is qualified to perform the duties of the higher class; provided, however, that this is not intended to preclude training assignments in accordance with the provision of Section 14.16 of this Agreement.

I. *Voluntary Demotions:* If the employee's salary is higher than the maximum for the class, he/she shall be placed at the maximum salary for the class to which he/she is demoted. If his/her salary is less than the maximum for the class, he/she shall be placed in the next lower step in the new salary range.

J. *Demotions for Physical or Mental Reasons:* An employee may be demoted for physical or mental reasons to a lower classification without loss of pay; such action may be initiated by the department head if he/she certifies that such employee is physically or mentally incapable of performing his/her current duties. Such demotion without loss of pay becomes effective only after approval by the Director of Human Resources.

K. All pay-related checks will be direct deposited.

SECTION 7.05 OVERTIME

Time and one-half the employee's regular hourly rate of pay shall be paid once for work under any of the following conditions:

1. All work performed in excess of eight (8) hours in any work day.
2. All work performed in excess of forty (40) hours in any work week.
3. All work performed before or after any scheduled work shift regardless of the number of hours worked during the day or during the week.
4. Voluntary Overtime - Sick leave in excess of eight (8) hours taken during the pay period are not counted as hours worked for purposes of calculating overtime pay when the overtime is voluntary.

Mandatory Overtime - Sick leave shall be counted as hours worked for purposes of calculating overtime pay when the overtime is mandatory.

5. All work performed on Saturday and/or Sunday except as noted below.
6. The overtime rate specified above for Saturday and Sunday work shall not be paid to employees who are regularly scheduled to work on Saturdays and Sundays. These employees shall be paid one and one-half (1½) for all work performed on the sixth (6th) and/or seventh (7th) day of their regular work week. Effective July 1, 1989, bargaining unit members who work the seventh (7th) day of their work week and who have worked on each of the preceding six (6) days of their work week shall be paid at double their regular hourly rate of pay for each hour of work performed on the seventh (7th) day.
7. Overtime shall be distributed equally among qualified full-time employees holding the same job classification within the Division except in those situations in which the peculiar requirements of the job require that employees regularly performing the work should complete the particular assignment. Callback resulting in overtime shall be granted to the first (1st) qualified worker contacted according to the above procedure. Employees not contacted shall not be charged with overtime. A record of overtime hours worked by and charged to each employee in the bargaining unit shall be posted monthly on the Union bulletin boards. Such record shall also be sent monthly to the Union President.

For the purpose of overtime distribution only, Divisions of Parks Maintenance are as follows:

Division 1	Elizabeth Park Greenhouse
Division 2	Colt Park Central Maintenance Pope Park Bushnell Park
Division 3	Cemeteries

- Division 4 Batterson Park
- Division 5 Keney Park
 Small Parks
- Division 6 Forestry
- Division 7 Main Office Administration

The Union will be given a list of all overtime hours, including hours charged, for each employee annually.

8. Employees who do not avail themselves of the opportunity to work overtime shall be charged with the scheduled overtime on the overtime chart as though they had worked.

9. Overtime work shall be given to employees in the following order:

- a. Full-time permanent employees
- b. Full-time probationary employees
- c. Part-time employees

10. An employee may be required to work overtime where no other suitable employee is willing or practicably available and the employee has no justifiable excuse, provided that the overtime is authorized by the department head.

In the event there exists an emergent circumstance which requires additional employees to work overtime, the department may require, at its discretion, that the least senior employees in the affected classifications work the overtime. Emergent circumstance is defined as one in which the health, safety or welfare of the City or its residents is involved or where there is a clear commitment that the City perform.

**ARTICLE VIII
METHOD OF FILLING VACANCIES**

SECTION 8.00 TEMPORARY ASSIGNMENTS

Permanent employees may be assigned to temporary positions of a comparable nature where such assignments involve neither promotion nor demotion. Assignments of permanent employees to temporary positions for periods of more than two (2) weeks shall be by seniority. For the purpose of this Section bidding by seniority will be used. If this fails, the reverse order of seniority may be used. Any permanent employee so assigned shall return to his/her former position when a temporary position is discontinued.

SECTION 8.01 TRANSFERS

Employees wishing to be transferred to a position in the same class in another department or division shall so notify the Director of Human Resources who shall maintain lists of such employees. Such transfers shall be made as follows: If employees wish certification to the vacancy, the Director of Human Resources will notify the head of the department where the vacancy exists by forwarding a list of names of employees who appear on the appropriate transfer list in order of their seniority. A certification shall list no more than one (1) name for each vacancy plus two (2) additional names. The department head will interview the employees referred to him/her and if he/she finds one (1) or more satisfactory to him/her, he/she will make the appointment and notify in writing the employee and the Director of Human Resources. The department head shall make his/her decision within three (3) weeks of receipt of the certification. If the employees so referred are rejected by the department head or if no employees are available for transfer, the Director of Human Resources will proceed to fill the vacancy according to the regular certification procedure. No person shall be transferred to a position for which he/she does not possess the minimum qualifications. Names will be certified by order of seniority. Only regular full-time employees shall be eligible for transfer.

For transfers to vacancies within the same division, the department head will select the most senior employee who has applied for transfer and who meets the qualifications for the position. The employee so transferred will serve a trial period of fifteen (15) workdays.

**SECTION 8.02 TEMPORARY APPOINTMENTS TO TEMPORARY OR
PERMANENT POSITIONS**

When a temporary or permanent position is established and cannot be filled by the assignment of a regular employee or from an existing employment list, the Director of Human Resources may authorize the appointment of a temporary employee. Such temporary employee shall not be considered eligible for any of the benefits provided for in this Agreement for employees in the bargaining unit except that the pay rate for temporary employees shall be the same as for regular classified employees of the bargaining unit. Temporary appointments shall be for a period not to exceed ninety (90) days and shall not be renewed.

**ARTICLE IX
PROBATIONARY PERIOD**

SECTION 9.00 DURATION

Every person appointed to a regular position in the unit shall be required to complete successfully a working test during a probationary period. The working test (probationary period) shall begin immediately upon regular appointment and continue for a period up to six (6) months.

All probationary periods specified herein may be extended for up to three (3) months. Any extension of the probationary period must be made by the department head with notification to the employee and the Council 4 representative at least two (2) weeks before the end of the probationary

period. If the Council 4 representative does not concur in the extension, he/she shall notify the department head within three (3) days of receipt of the notice.

Upon receipt of the notice, the probationary period shall be terminated in accordance with Section 9.01 and 9.02. During the probationary period employees shall have no seniority but upon completion of the probationary period, their names shall be added to the seniority list from the date of appointment. Such probationary employees shall be subject to all other provisions of the Agreement unless specifically prohibited.

SECTION 9.01 EVALUATION OF PERFORMANCE

At the end of the first (1st) month of employment during the probationary period and at intervals of one (1) month thereafter for the duration of the probationary period, a probationary report shall be prepared by the supervisor, reviewed by the department head and forwarded to the Director of Human Resources. Such report shall give an accurate and fair appraisal of the employee's work, his/her willingness and ability to perform his/her duties satisfactorily and observations concerning his/her habits and dependability. A copy of the report shall be given to the employee and to the Union if it requests it.

If the employee is not informed to the contrary prior to the end of his/her probationary period, he/she will be continued as a permanent employee. If he/she is not to be made permanent, he/she will be given two (2) week's notice which will, if necessary, continue beyond the end of the probationary period.

SECTION 9.02 DISMISSAL

At any time during the probationary period, the appointing authority may recommend in writing to the Director of Human Resources the removal of an employee, if in his/her opinion, the working test indicates that such employee is unable or unwilling to perform the duties of the position satisfactorily or that his/her habits and dependability do not merit his/her continuance in the service. Such recommendation of the appointing authority and the reasons therefore shall be in writing to the Director of Human Resources with a copy to the employee and to the Union if it requests it. No employee shall be removed from a position during his/her probationary period without the approval of the Director of Human Resources. Any employee so removed shall not have access to the grievance procedure. An employee who is found to have been appointed through fraud or error shall be removed within ten (10) days of notification to this effect by the Director of Human Resources to the appointing authority.

SECTION 9.03 RESTORATION OF DISMISSED EMPLOYEE TO APPROPRIATE LIST

If an employee is removed from his/her position during, or at the end of, his/her probationary period and the Director of Human Resources determines that he/she is suitable for appointment to another position, his/her name may be restored to the list from which it was certified. An employee appointed from a promotional list who does not successfully complete this probationary period shall be reinstated in a position in the class occupied by the employee immediately prior to his/her

promotion. If no vacancy in that class exists at that time, then the provision governing layoff shall be applied.

**ARTICLE X
HOURS OF WORK, LEAVES OF ABSENCE, HOLIDAYS**

SECTION 10.00 WORK SCHEDULES

Normal working hours for employees in the Clerical Series (except Police Communications Operator and Emergency Telecommunications Dispatcher), Engineering and Architectural Series, Nursing and Medical Series, Inspectional Series, Recreation and Related Series, and the Voting Machine Technician and Central Duplicating Operator classifications shall be from 8:00 a.m. to 5:00 p.m. over a period of five (5) consecutive days of eight (8) continuous hours exclusive of a one (1) hour lunch period.

Normal working hours for employees in the Custodial and Related Series, Food Service Series, Labor Series, Equipment Operation Series, Skilled Trade Series (except Voting Machine Technician and Central Duplicating Operator) and Police Communications Operator and Emergency Telecommunications Dispatcher shall be 7:00 a.m. to 3:30 p.m. or 8:00 a.m. to 4:30 p.m. over a period of five (5) consecutive days of eight (8) continuous hours exclusive of a half (½) hour lunch period.

Present work schedules shall remain in effect unless changed. The City may schedule first shift operations within the hours of 7:00 a.m. and 5:00 p.m.; second shift operations within the hours of 12:00 p.m. and 9:00 p.m. (in the Parks Division and Recreation Division only) and/or 3:00 p.m. and 1:00 a.m.; and third shift operations between the hours of 11:00 p.m. and 9:00 a.m. Exceptions to the above are shown in Appendix B, provided the City shall have the right to change the exceptions to normal shifts. Schedule changes will be for a reasonable period of time but in no case less than one (1) week.

Employees who are assigned to work an eight (8) hour day shall be allowed to take two (2) breaks not to exceed fifteen (15) minutes each (one in the morning and one in the afternoon). Such breaks cannot be combined with each other or combined with the lunch break.

Employees shall regularly take their scheduled lunch breaks. On a case-by-case basis, exceptions may be made. An employee may only work through his/her lunch break with advance permission of his/her supervisor.

The work schedule will be Monday through Friday except:

1. In waste collection, which is Monday through Saturday, and
2. In the following operations which are seven (7) days per week and twenty-four (24) hours per day unless otherwise noted:

Equipment Maintenance and Services

Incinerator and Landfill
Building Operations including Custodians, Watchman and Stationary Boiler Tenders
Police Communications
Police Department Police Aides
Police Records Clerical Employees, subject to Section 14.09, concerning split shifts and rotating split schedules on a seven (7) day basis.
Street Cleaning
Flood Control
Recreation (Sunrise to 10:00 p.m.)

A. Normal shifts to regular full-time employees.

As park employees are hired or promoted, they will be assigned to schedules requiring regular weekend work, which may include either Saturday or Sunday or both days as part of the regular work week.

Employees presently assigned to such schedules will be returned to a Monday through Friday schedule on a gradual basis as park employees newly hired or promoted are assigned to regularly scheduled weekend work. Employees in the appropriate job classifications will be assigned to regularly scheduled weekend work on the basis of least total seniority with the department.

B. Shifts between sunrise and sunset for part-time and seasonal employees.

Part-time and seasonal employees are employed to provide services of a part-time, intermittent or seasonal nature which are not normally performed by regular full-time employees and may be scheduled without regard to these provisions.

Any shifts scheduled except as above shall require prior agreement between the City and the Union.

Normal hours for bargaining unit members working in the following offices and divisions, tax collector, assessor's office, town clerk's office, vital records division of the health department, licenses and inspections, and registrar of voters, may, at the option of the City, include an extended day of work on Thursdays from 8:00 a.m. to 8:00 p.m., exclusive of lunch and dinner periods with one (1) hour for lunch and a half (½) hour for dinner. Employees who work the full extended Thursday schedule will work from 8:00 a.m. to 12:00 p.m. on Friday of the same week. Employees will be scheduled to work an extended day on a rotating volunteer basis, however, if there are insufficient volunteers in any given week, the least senior member of the bargaining unit will be assigned to work the extended hours.

In the event that Friday of any given week is a contractual holiday, employees who have worked the full extended Thursday schedule shall be paid for such Thursday extra hours in accordance with Section 7.05, and shall have said Friday off, otherwise, this Section is not applicable. Accrued time off taken on a Friday of a week in which an employee has worked the full extended Thursday schedule shall be charged at the rate of four (4) hours for the full Friday off.

Employees who work beyond 12:00 p.m. on Friday of a week in which they have worked the full extended Thursday work schedule shall be paid in accordance with Section 7.05.

This extended Thursday work schedule is intended to provide office services to citizens who would not have access to City Hall during traditional business hours. It is not the City's intent to begin providing inspectional services on Thursday nights or to avoid overtime payments for such inspectional services when needed.

The City will not schedule split shifts or shifts which provide for other than five (5) consecutive work days unless agreed to by the Union. Any proposed changes in the split shifts or rotating split schedules on a seven (7) day basis that have been mutually agreed to must be approved by the Union before the changes are put into effect, provided that the City shall have the right to change such schedules to normal shifts. Any split shifts or split schedules agreed to will be defined in a memorandum of understanding.

SECTION 10.01 VACATION

Each employee in the bargaining unit shall accumulate during and after his/her probationary period vacation leave with pay on May 1st according to the following schedule:

A. Employees who have less than a year of service on May 1st shall be entitled to vacation of one (1) day per month of service up to a maximum of ten (10) working days.

B. Employees who have completed one (1) year of service on May 1st shall be entitled to a vacation of ten (10) working days annually.

C. Employees who have completed five (5) years of service on May 1st shall be entitled to a vacation of fifteen (15) work days annually.

D. Employees who have completed fifteen (15) years of service on May 1st shall be entitled to a vacation of twenty (20) work days annually.

E. All bargaining unit members will accumulate vacation during the months of July through April each fiscal year.

F. For the purpose of computing vacation leave the calendar month shall be used, except that a person appointed on or before the fifteenth (15th) of any month shall be considered as having been appointed on the first (1st) day of the month, and those appointed after the fifteenth (15th) of any month as having been appointed on the first (1st) day of the succeeding month. Vacation leave is to be taken in units of not less than one (1) week except where accumulated vacation time is less than one (1) week or if other arrangements are authorized by the appointing authority. Employees must take all vacation leave earned or one (1) week whichever is less during the fiscal year following the May 1st on which it is earned. Additional earned vacation leave may be carried over from one (1) fiscal year to the next to permit a maximum accumulation of not more than forty (40) days.

Any carryover in excess of thirty (30) days must be requested in writing and approved by the employee's department head.

G. Vacation leave shall be granted by mutual agreement between the employee and the department head. Employee preference for vacation schedule shall be granted on the basis of seniority by class. With the approval of the department head, all accrued vacation may be taken at one time.

H. Holidays, as provided in this Agreement, occurring during vacation leave, shall not be charged against vacation leave but shall be granted as another day off at a time mutually agreed upon.

I. Effective January 1, 2009, the practice of allowing employees to receive vacation pay advances shall cease.

J. In the event of death of an employee, the spouse and/or minor children shall receive the accrued vacation pay earned by the employee. Where the employee has neither a spouse nor minor children and has notified the Human Resources Department that a valid certificate of domestic partnership is on file with the City of Hartford Town Clerk, pursuant to Section 2-63 of the Municipal Code of Hartford, the domestic partner shall receive the accrued vacation pay earned by the employee. In the event the employee has neither a spouse, nor minor children, nor a domestic partner, the pay will be paid to the estate of the deceased employee.

K. Employees who are separated from the City and who have accrued vacation to their credit at the time of separation shall be paid the salary equivalent to the accrued vacation leave. Vacation leave accrued during the fiscal year in which the employee is separated will not be paid if the employee is dismissed during his/her probationary period nor if the employee leaves without proper notice.

SECTION 10.02 SICK LEAVE

A. Each employee in the bargaining unit shall earn ten (10) hours per month of sick leave with pay up to a total of one hundred and twenty (120) hours (fifteen (15) days) per year during and after his/her probationary period.

Effective July 1, 1998, bargaining unit members may accumulate sick leave up to a maximum of one hundred and fifty (150) days. For those bargaining unit members whose accumulated total exceeds one hundred and fifty (150) days as of July 1, 1998, they may continue to accumulate sick leave at the current accumulation rate to an unlimited maximum.

B. Except as provided in this Paragraph, sick leave cannot be advanced. In cases of extreme emergency, employees with good records, who through serious and protracted illness, have used up all accumulated sick leave, compensatory time off and vacation leave, an extension of sick leave beyond the maximums provided for in this Agreement may be granted on request of the department head and with the written approval of the Director of Human Resources. This provision

shall be subject to the grievance procedure except that after Step 3, the matter shall be referred to the Mayor whose decision shall be final.

C. In the event that a holiday falls while an employee is on sick leave due to a protracted illness which began prior to the holiday, the employee shall be granted an additional day off at a time mutually agreed upon between the employee and the department head provided that the illness is verified by a doctor's certificate.

SECTION 10.03 SICK LEAVE USES

Sick leave is to be used only for the purposes contained below. Any unauthorized use of sick leave shall be cause for disciplinary action.

A. Personal illness, physical incapacity, or non-compensable bodily injury or disease. Disability related to pregnancy, childbirth and related medical conditions will be treated in the same manner as any other temporary disability. Sick leave for pregnancy, childbirth and related conditions will be granted on the same basis as other illnesses and disabilities.

B. Enforced quarantine in accordance with community health regulations.

C. For a limited time only for illness, or physical incapacity in the employee's immediate family. Immediate family is defined for purpose of this provision to be father, mother, sister, brother, wife, husband, domestic partner or children related either by blood, marriage or adoption to the employee.

D. To meet medical and dental appointments of emergency nature. In addition, sick leave may also be granted for a limited time for normal medical and dental appointments when an employee has made reasonable efforts to secure appointments outside of normal working hours provided that the department head is notified in advance of the day on which the absence occurs.

E. Death of relatives or friends, marriage in the immediate family, celebration of religious holidays and christenings, graduation and similar ceremonies, where there is a clear family obligation to attend provided prior notification to the department head is submitted in writing giving full particulars in advance. A maximum of three (3) days a year under this provision shall be granted except that it may be increased in situations beyond the employee's control upon approval of the Director of Human Resources.

F. Expectant fathers shall be granted reasonable time required to make adjustments in family living conditions due to pregnancy of their wives and shall charge such time to sick leave.

G. The City reserves the right to require proof of illness or other uses of sick leave as provided in this Agreement. For absences over five (5) days, the City may require proof of illness. For periods of five (5) days or less, the City will not normally require proof of sick leave unless, in the judgment of the department head or supervisor, there is a question of authorized usage. Proof of sick leave shall include a doctor's certificate, personal affidavit or other reasonable verification

available to the employee. The City will normally require a doctor's certificate for absences of five (5) days or more. The supervisor may submit cases of unauthorized usage of sick leave for a period of less than five (5) days to his/her department head for action which will be subject to the grievance procedure at Step 3.

H. In the event of suspected sick leave abuse or when an employee has established a pattern of absenteeism which may suggest sick leave abuse, the supervisor or department head shall require the employee in writing, on each subsequent occurrence of sick leave use, to provide a physician's statement verifying the legitimate use of such sick leave. This requirement will terminate at the end of six (6) months unless no improvement in attendance has been noted. In such event the requirement shall be renewed in writing. Failure to provide the physician's statement shall preclude the payment of sick leave claimed and may result in disciplinary action.

I. Sick leave provided above shall be granted only if the requirements of these provisions are complied with and the initial report of illness or non-work related injury or disease is made no later than thirty (30) minutes before the employee's scheduled starting time, except that where a relief employee is required such report must be made no later than one (1) hour immediately prior to the employee's scheduled starting time. The employee must call out for each day of his/her absence. At his/her discretion, a department head may waive the notice requirement of this Paragraph due to extenuating circumstances which have been documented and verified.

J. Domestic partners who are primary care givers shall be allowed to use accumulated sick leave for a maximum of thirty (30) calendar days. If accumulated sick leave is exhausted prior to the thirty (30) calendar days the balance of the leave shall be without pay. In no case will a domestic partner be eligible for maternity or paternity, and primary care leave.

K. Employees who are adoptive parents or the domestic partner of the adoptive parent shall be allowed to use accumulated sick leave for thirty (30) calendar days for adjustment in family living conditions. If accumulated sick leave is exhausted prior to the thirty (30) calendar days, the balance of the adoption leave will be without pay. Only the person primarily responsible for the child will be entitled to this leave. Employees wishing to take an adoption leave, must present copies of legal adoption papers as proof of such adoption. In the case of a domestic partner, proof of a valid domestic partnership is required. Adoption leave will not be granted without the above documentation.

SECTION 10.04 SICK LEAVE DONATION

Effective July 1, 1998, bargaining unit members who have accumulated at least thirty (30) days of sick leave may donate a portion of their accumulated sick leave to other bargaining unit members with a record of meritorious service, who through serious and protracted illness have used up all of their accumulated sick leave and vacation leave. The Director of Human Resources shall authorize the donation and transfer of such sick leave provided the following conditions are met:

- a) The transferring employee shall have a minimum sick leave accumulation of thirty (30) days.

- b) No more than five (5) days of sick leave for every thirty (30) days of sick leave accumulated by the donating employee to a total donation of thirty (30) days shall be permitted between any two (2) employees.
- c) Sick leave, donated by one (1) employee to another, when used, shall be paid at the hourly rate of the donor or donee, whichever is less.
- d) No more than twenty (20) days of donated leave may be allowed to accumulate in any donee's name at any given time, provided if such donated sick leave should be reduced below twenty (20) days, additional donations may be made to restore the level of accumulated sick leave to twenty (20) days.

SECTION 10.05 PAYMENT OF ACCUMULATED SICK LEAVE AT DEATH OR RETIREMENT

A. Full payment will be made by the City for any accumulated sick leave in the event of the death of the employee. Payment will be made to the employee's spouse and/or minor children. Where the employee has neither a spouse nor minor children and has notified and placed on file with the Human Resources Department that a valid certificate of domestic partnership is on file with the City of Hartford Town Clerk, pursuant to Section 2-63 of the Municipal Code of Hartford, the domestic partner shall receive the accrued sick pay earned by the employee. In the event the employee has neither a spouse nor minor children, nor a domestic partner, the payment shall be made to the estate of the deceased employee.

B. Effective April 1, 1989, full payment will be made by the City to a City employee upon his/her retirement for the first (1st) fifty (50) days of accumulated sick leave or fifty percent (50%) of his/her total accumulation of sick leave, whichever is greater.

C. No payment will be made to an employee who vests his/her pension benefit and does not immediately begin receiving a pension from CMERS upon termination from the City.

SECTION 10.06 OTHER LEAVES OF ABSENCE WITH PAY

Employees shall be granted leave with pay at their current base rate for the following reasons:

A. *Compensation for Injuries and Disease:*

(1) Each employee shall be compensated for any injury or occupational disease under the provisions of the Workers' Compensation Act of Connecticut. In addition to payments received under the Workers' Compensation act, any employee with six (6) months of continuous service shall receive payment from the City, which payment will equal the difference between his/her take home pay (gross base pay less deductions for pension, income tax and FICA) and the payments received under the Workers' Compensation Act not to exceed one (1) year.

(2) Each employee of the Health Department and municipal institutions who, during the performance of his/her duty, comes into contact with persons or animals afflicted with any infectious or contagious disease or who shall be required to handle any culture, collection or aggregation of agents capable of producing human disease shall be examined by a physician on behalf of the City prior to assuming such duties, and at regular intervals during his/her period of employment.

If found infected with any such contagious or infectious disease, contracted in such employ of the City, and when it can be established that such employee cared for or came in contact with a patient suffering from or an established carrier of the identical disease or with a culture collection, or aggregation of the specific infectious agent, such disease shall be deemed a personal injury arising out of and in the course of his/her employment, and such employee shall be entitled to all of the benefits to which an injured employee is entitled above. If the disease is not covered by the Workers' Compensation Act, the employee shall be compensated in accordance with Paragraph A above for a period not to exceed one year.

(3) To receive additional payment from the City, the employee must enter into a written contract with the City whereby the employee assigns to the City any rights he/she may have against any other person who may be liable to pay damages as a result of the employee's injury or disease to the amounts actually paid by the City. The City shall only be entitled to be reimbursed for the amounts actually paid. It is understood that the employee specifically retains any and all claims against third parties for such injuries or disease which shall be in excess of amounts actually paid by the City.

(4) No payments in addition to Workers' Compensation shall be paid when the personal injury shall have been caused by the willful and serious misconduct of the injured employee or by his/her intoxication or the improper or excessive use of drugs.

(5) Injuries arising out of and in the course of employment shall be reported forthwith by the employee to his/her department head, or some person representing him/her, who, in turn, shall make a full report on prescribed form to the Director of Human Resources and other City authorities designated to handle compensation matters.

Effective November 1, 1999, bargaining unit members shall be covered under a workers' compensation managed care plan as approved by the State Workers' Compensation Commission, as presented to the Union during negotiations and as administered through the City's Insurance Carrier.

B. *Jury Duty:* For required jury or any other civic duty requiring appearance before a court or other public body. Such employees shall receive that portion of their regular salary which will, together with their jury pay or fees, equal their total salary for the same period.

C. *Conventions:* Six (6) duly accredited delegates of the Union, and not more than one (1) duly accredited delegate from each veteran's organization shall be granted leaves to attend state and national conventions of such organizations for a period not to exceed the length of such

conventions plus one (1) additional day for travel to national conventions when required. The organization involved agrees to give the Director of Human Resources a list of the delegates and provide the dates and location of the convention.

D. *Training:* With the approval of the Director of Human Resources, leave with pay may also be granted by a department head for the purpose of allowing a regular employee to engage in official training courses or to participate in other official activities.

E. *Military Training:* Any employee who is a member of the National Guard, Naval Militia, or other reserve forces of the United States, and is required to undergo field training therein, shall be entitled to a leave of absence with pay for the period of such field training to a maximum of one (1) month, provided the amount of compensation paid to such employee for such leave of absence shall be the difference between his/her compensation for military activities as shown by a statement by military authorities giving his/her rank, pay and allowances and the amount of salary or wages due as an employee of the City. If the compensation for military service is equal to or greater than the salary or wages due as a City employee for the period covered by such military leave, then no payment shall be made, except that normal payroll deductions for pension and insurance purposes shall be paid by the City during such leave.

F. *Bereavement:* Five (5) days special leave with full pay shall be granted for the death of an employee's spouse, child, parent, brother, sister, mother-in-law or father-in-law or domestic partner. Two (2) days special leave with pay shall be granted for death of an employee's grandparent, son-in-law, daughter-in-law, grandchild, brother-in-law, sister-in-law, or any relation who is domiciled in the employee's household.

SECTION 10.07 LEAVES OF ABSENCE WITHOUT PAY

A. A department head, with the approval of the Director of Human Resources, may grant an employee a leave of absence without pay for a period not to exceed one (1) year for travel or study. Such leave shall be granted only when it will not result in undue prejudice to the interest of the City as an employer beyond any benefits to be realized. No leave without pay shall be granted except upon written request of the employee and a guarantee by the employee that he/she will serve the City for at least one (1) year after return from such leave. Whenever granted, such leave shall be approved in writing and signed by the department head and a copy filed with the Director of Human Resources and the Union President.

B. Upon expiration of a regularly approved leave without pay, the employee shall return to work in the position held at the time leave was granted. Failure on the part of an employee on leave to report promptly at its expiration, without good cause, shall be considered as a resignation. No such leave shall be granted primarily in the interest of the employee except in the case of one who has shown by his/her record of service or by other evidence to be of more than average value to the City and whose service it is desirable to retain even at such sacrifice.

C. Leaves of absence without pay may also be granted for a period of up to three (3) months upon written application to the Director of Human Resources stating reason for the request and with his/her prior approval.

D. Leaves of absence without pay shall, upon request, be granted to any employee in order to serve in a Union position.

SECTION 10.08 PROCEDURE IN REQUESTING LEAVES

An employee requesting a leave of absence for any reason other than sick leave must fill out a request form and submit it to his/her department. Requests requiring the approval of the Director of Human Resources will be forwarded to the Department of Human Resources. Requests for vacation leave must be made far enough in advance to allow time to carry out this procedure.

SECTION 10.09 HOLIDAYS

The following holidays shall be observed as days off with full pay:

Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	New Year's Day
Labor Day	Martin Luther King Day
Veterans Day	Lincoln's Birthday
Columbus Day	Washington's Birthday

Employees shall receive one (1) day's pay for each of the holidays listed above on which they perform no work provided the employee is on the payroll the day before and the day after the holiday unless excused in advance.

Whenever the holidays listed above shall fall on a Sunday, the following Monday shall be observed as the holiday.

Whenever the holidays listed above shall fall on a Saturday, the preceding Friday shall be observed as the holiday.

In addition to holiday pay, the employee shall receive two (2) times the regular hourly rate of pay for work performed on a holiday as follows:

- a. If the employee works on both the actual and the observed holiday, two (2) times the regular hourly rate of pay will be paid on the actual holiday and one and one-half (1½) times the regular hourly rate of pay on the observed holiday.
- b. If the employee works on either the actual or the observed holiday, the employee will be paid two (2) times the regular hourly rate of pay for the day worked.

- c. In a week involving a holiday, employees on a work schedule other than Monday through Friday may have five (5) scheduled work days that include neither an actual nor observed holiday. In such cases each employee, with the department head's prior approval based on staffing needs, may elect to take a regular work day off with pay during such week or the following week in lieu of receiving holiday pay.

SECTION 10.10 FLOATING HOLIDAYS

Effective July 1, 1995, and on each July 1st thereafter, two (2) floating holidays shall be granted to employees who have been employed by the City for the entire previous fiscal year.

Holiday leave under this Section shall be granted by mutual agreement between the employee and the department head. Employee preference for holiday leave shall be granted on the basis of seniority by class. With the approval of the department head, the two (2) floating holidays may be taken on consecutive days.

The two (2) floating holidays provided under this Section must be used within the fiscal year in which they are granted. They cannot be accrued and carried over to the next fiscal year.

SECTION 10.11 FURLOUGH DAYS

The full-time members of the bargaining unit, with the exception of those designated in Paragraph 6 below, shall take two (2) days of furlough under the conditions listed below:

1. The value of the two (2) furlough days will be deducted from a bargaining unit member's pay via a payroll deduction.
2. The total value of the two (2) furlough days will be evenly divided over the remaining weekly pay periods of Fiscal Year 2012-13, beginning with the payroll check November 9, 2012.
3. Should a bargaining unit member separate from City service during Fiscal Year 2012-13, the value of any furlough balance will not be deducted from the bargaining unit member's vacation and/or sick leave payout.
4. Since the value of the furlough days will be taken out as a payroll deduction, there will be no negative impact on any benefit, including but not necessarily limited to the pension benefit, as a result of such furlough days.
5. Furlough days will be scheduled at a time mutually agreeable to the bargaining unit member and the Department Head or his or her designee. If two (2) or more bargaining unit members request to take a furlough day on the same date and the operational needs of the department cannot sustain approval of all such requests, the approval of such furlough request will be determined by seniority with the City. No more than one (1) furlough day may be taken in any one (1) week. In addition, requests for furlough days will be made at least twenty-four (24) hours in advance, except in cases of emergency, and must be taken in full-day increments.

6. Due to the public safety requirements of the Emergency Services and Telecommunications Department, employees holding the 1716 job classifications of Emergency Telecommunications Dispatcher (Job Class #0144), Emergency Telecommunications Dispatcher Trainee (Job Class #0146), Police Communications Operator (Job Class #0142), or Radio Technician I (Job Class #4345) will be exempt from the two (2) furlough days requirement. This exemption means that employees in the above classifications will not be allowed to take any furlough days during this time period, nor will the value of any such furlough days be deducted from their pay.

7. Should an employee be hired into the bargaining unit on or after the date of the signing of this Agreement, he or she will be required to take two (2) furlough days (FD's) during Fiscal Year 2012-13 on a pro-rated basis.

8. All furlough days must be taken by no later than June 30, 2013.

9. There will be no layoffs for any general fund budgetary position from the date of the signing of this Agreement through June 30, 2013. Grant positions will not be covered by this paragraph.

ARTICLE XI SEPARATIONS

SECTION 11.00 LAYOFF

A. Order of Layoff: Layoffs shall be made within the department affected, by classification and seniority by total length of full-time service with the City. No probational or permanent full-time employee shall be laid off while any part-time seasonal or temporary employee is still employed in the same class. No regular full-time employee shall be laid off while another person is employed on a probationary basis in the same class. In the event of a layoff, officers and stewards of the Union shall have superseniority.

B. Notice of Layoff: A department head shall give written notice to the employee and to the Union of any proposed layoff and the reasons therefore at least fourteen (14) calendar days prior to the effective date of such action.

C. Recalls: On recall after layoff, the last employee laid off shall be the first (1st) employee recalled. No new employee shall be hired in the class until all full-time and probationary employees have been recalled to work. Employees laid off shall have two (2) years recall rights.

D. Ties in seniority will be broken by a review of the employees' attendance records for the twelve (12) months preceding the notice of layoff. Such review shall exclude legitimate Workers' Compensation claims, long term illnesses and bereavement leave.

SECTION 11.01 DISCHARGE

The City may discharge an employee for just cause. In doing so, the City must notify the employee and the Union in writing of the action against him/her. Any discharged employee who has completed his/her probationary period shall have the right to appeal his/her discharge starting at Step 3 of the grievance procedure and to have Union representation provided such appeal is made within ten (10) working days of the effective date of such action.

SECTION 11.02 RESIGNATION

To resign in good standing an employee must give the appointing authority at least fourteen (14) calendar days prior notice unless the appointing authority, because of extenuating circumstances, agrees to permit a shorter period of notice. A written resignation shall be supplied by the employee to the appointing authority giving reasons for leaving.

The resignation shall be forwarded to the Director of Human Resources with a statement by the appointing authority containing pertinent information concerning the cause for resignation. The Director of Human Resources shall supply the Union with a copy of such resignation upon request.

Failure to comply with this rule shall be entered on the service record of the employee and may be cause for denying future employment by the City. The resignation of an employee who fails to give notice shall be reported to the Director of Human Resources by the department head immediately. The Director of Human Resources may take steps to verify reasons for the resignation; he/she shall notify the employee in writing as to the acceptance of his/her resignation and shall notify the Finance Department of the effective date of the resignation. The City, upon request of the Union, will send a copy of the above letter to the president of the Union.

Permanent employees with a satisfactory record of service who resign their position may, on written request, withdraw such resignation within one (1) year from the effective date thereof and be placed on appropriate lists providing for consideration for re-employment in the same or comparable classification to the one resigned. The ranking of such employees on the list will be based on the same factors used for employees separated from the service. The eligibility of all candidates on re-employment lists will expire two (2) years from the date on which they became entitled to the re-employment rights.

**ARTICLE XII
DISCIPLINE**

A. The City shall have the right to discipline employees for just cause. All disciplinary actions shall be applied in a fair manner and shall not be inconsistent with the infraction for which the disciplinary action is being applied.

B. Off duty misconduct by an employee which constitutes a misdemeanor and which does not adversely impact the employee's ability to perform his/her job and which does not reflect on the City as employer shall not be cause for discipline.

C. No demotion shall be made as a disciplinary action unless the employee to be demoted is eligible for permanent employment in the lower class and no employee shall be demoted if a permanent employee in the lower class would be laid off by reason of this action.

D. Except for probationary employees, all suspensions and discharges must be stated in writing with reason given and a copy given to the employee and mailed to the Union President at the time of suspension or discharge.

E. An employee who has completed his/her probationary period may appeal any disciplinary action through the grievance procedure and the Union may file to arbitration.

ARTICLE XIII GRIEVANCE PROCEDURE

Any grievance or dispute which may arise between the parties concerning the application, meaning or interpretation of this Agreement, unless specifically excluded by this Agreement, shall be settled in the following manner:

Step 1. The aggrieved employee, who may be represented by a representative of the Union, shall present the facts to his/her immediate supervisor within twenty (20) days of the date on which the grievance or dispute arose, who shall render the decision to the employee and the Union representative within ten (10) working days from the day the grievance was presented.

Step 2. If the grievance is not resolved in Step 1, the employee or Union representative shall reduce the grievance to writing within fifteen (15) working days and present it to the department head. It shall include:

- a. A statement of the grievance and the facts involved.
- b. The alleged violation of the agreement, specifying the date of the violation and provision of the contract being violated.
- c. The remedy requested.

The department head shall arrange a meeting with all parties concerned present, to review the facts within ten (10) working days of receipt of the grievance and shall notify the employee and the Union representative of his/her decision in writing within fifteen (15) working days from the day the grievance was submitted to him/her. During this meeting, the Union shall be allowed no more than two (2) official representatives, not including the Union President or the staff representative from Council 4. This limit shall not include employees present as witnesses.

Step 3. If the grievance is not resolved in Step 2, the employee or the Union representative shall present it to the Director of Human Resources within ten (10) working days after the decision of the department head is received. If requested by the employee or the Union, or if he/she so determines, the Director of Human Resources or his/her designated representative shall meet with the interested parties no later than ten (10) working days after the receipt of the grievance and in any case shall render his/her decision in writing within fifteen (15) working days of receipt of the

grievance. During this meeting, the Union shall be allowed no more than two (2) official representatives, not including the Union President and the Staff Representative from Council 4. In addition, this limit shall not include employees present as witnesses. A copy of this decision will be forwarded to the grievant and to each Union representative present at the hearing.

Step 4. If the Union is not satisfied with the decision rendered in Step 3, it may submit the grievance to the State Board of Mediation and Arbitration for either mediation or arbitration. Such filing shall be made by the Union only and must be accomplished within twenty (20) working days of receipt of the Step 3 decision. The Union must simultaneously notify the Director of Human Resources of the filing.

If the grievance is submitted for mediation and remains unsettled following mediation, the Union may submit the grievance to arbitration. Such submission must be made within thirty (30) days after the first (1st) meeting with the mediator and notice of such filing must be made simultaneously to the Director of Human Resources.

The State Board of Mediation and Arbitration shall act on such request in accordance with its rules and procedures. Said Board shall be limited to the expressed terms of the contract and shall not have the power to modify, amend or delete any terms or provisions of the Agreement or to render a decision contrary to law. Failure of either party to insist upon compliance with any provisions of the Agreement at any given time or times under any given set or sets of circumstances shall not operate to waive or modify such provisions, or in any manner whatsoever to render it unenforceable, as to any other time or times or as to any other occurrence or occurrences, whether the circumstances are, or are not, the same.

Nothing in this article is intended to prohibit the City from processing a grievance through the grievance procedure up to and including arbitration. Any such grievance shall be submitted first (1st) to the Union President. If not satisfactorily resolved within two (2) weeks of its submission, the City may submit the grievance to the State Board of Mediation and Arbitration.

ARTICLE XIV GENERAL PROVISIONS

SECTION 14.00 BULLETIN BOARDS

The City will furnish and maintain suitable bulletin boards in convenient places in each work area to be used by the Union. The Union agrees that material posted will not contain propaganda against or attacks upon the City, any department or agency, or any official thereof. All materials posted shall be in good taste.

SECTION 14.01 UNION ACTIVITIES

The City agrees that the Union official or steward shall have a reasonable time during working hours without loss of pay for the investigation and adjustment of grievances, provided that he/she shall request permission from his/her supervisor to absent himself from his/her work area. Permission to absent himself from his/her work area may be withheld by the supervisor only because of operating requirements but in no event later than the start of the next regular shift of the Union officer or steward. The Union agrees that the complaint will be handled as quickly as possible.

The City agrees that the Union President will be paid for time spent in handling grievances during his/her regularly scheduled working hours, provided such time does not exceed sixty (60) hours in any one month and provided he/she informs his/her supervisor at least twenty-four (24) hours in advance when it is necessary for him/her to absent himself from his/her work area for attendance at such meetings; and provided further that the supervisor may release the Union President without twenty-four (24) hours advance notice if operating requirements permit.

The internal business of the Union shall be conducted during the non-duty hours of the employee involved.

Union officials may attend meetings for the purpose of negotiations during working hours without loss of pay.

Union officials may attend meetings during working hours without loss of pay when such meetings are requested or approved by the Director of Human Resources.

SECTION 14.02 VISITS BY UNION REPRESENTATIVES

Accredited representatives of the American Federation of State, County and Municipal Employees shall have reasonable access to the premises of the employer provided that he/she notifies the supervisor in the work area of the reasons for his/her presence when he/she arrives.

SECTION 14.03 WORK RULES

A. All existing reasonable work rules shall remain in effect, except to the extent that any provision thereof may be superseded by a provision or provisions of this Agreement, in which event this Agreement shall control.

B. The City may change the existing reasonable work rules and establish new reasonable work rules, provided, however:

1. That no such changes or new rules shall override or contradict any provision of this Agreement.
2. That the Union shall be notified in writing promptly upon the determination of the City to propose such changes or new rules.

3. That the Union may present its position on such changes or new rules at a meeting with the City, provided, however, that when operating requirements make it necessary, such meeting may occur during the posting period, and

4. When such changes or new rules are established, they shall be posted prominently on all bulletin boards for a period of ten (10) consecutive working days before becoming effective.

C. For the purpose of this Agreement, the term “work rules” shall apply to all reasonable rules relating to the employee’s conduct and the manner of performance on the job.

SECTION 14.04 INFORMING EMPLOYEES

As soon as practicable after the signing of this Agreement, the City will provide the Union with copies of the Agreement to distribute to each employee in the bargaining unit and fifty (50) additional copies to the Union President.

SECTION 14.05 SAFETY

The City/Union Safety Committee shall meet monthly to review and recommend safety and health conditions. Members of the Safety Committee, when attending Committee meetings shall do so without loss of pay.

The City and the Union further agree to the rules and regulations of Conn-OSHA and any violation of a specific Conn-OSHA regulation as determined by the Safety Committee shall be promptly reported by the Director of Human Resources to Conn-OSHA with a copy to the Chief Operating Officer unless the violation has been corrected within a reasonable period of time.

The Safety Committee shall consist of nine (9) members. Four (4) members shall be appointed by the Union President and four (4) members shall be appointed by the Chief Operating Officer. The ninth (9th) member shall be the Safety Analyst of the City of Hartford. The members shall elect a chairperson at the beginning of the fiscal year. All appointed members shall serve for one (1) year and their appointments may be renewed.

SECTION 14.06 UNIFORMS

The City will furnish each operational employee with summer weight and winter weight uniforms as appropriate, in the following manner:

- A. Department of Public Works
 - 1. Waste Collection
 - 2. Equipment Maintenance Division
 - 3. Street Services
 - 4. Skilled Trades and Helpers
 - 5. Sign Shop

- B. Parks and Recreation Department
 - 1. Park Maintenance Division
- C. Police Department Parking Meter Servicers
- D. Civic Center Maintenance Work

The City will furnish one (1) pair of safety shoes every other year to all bargaining unit employees in the divisions listed below that are engaged in laboring, equipment or inspectional operations. In situations of immediate need, reviews will be done on a case by case basis to determine if a new pair of safety shoes is warranted.

- A. Public Works Department
 - 1. Waste Collection
 - 2. Equipment Maintenance
 - 3. Street Services
 - 4. Facilities Services
 - 5. Parks
- B. Licenses and Inspections Division
 - 1. Building Inspectors
 - 2. Housing Inspectors
 - 3. Rodent Control
- C. Police Department
 - 1. Parking Meter Servicers

These employees must wear their safety shoes while on duty or will be subject to disciplinary action.

The City will provide employees who are required to work outside in inclement weather with foul weather gear.

The City will provide one (1) pair of foul weather boots to employees in waste collection as necessary. Such boots are to be returned in order to receive a new pair under this provision.

Building and Trades Inspectors in the Department of Licenses and Inspections will be issued three-quarter (³/₄) length protective coats to be used when inspecting damaged structures or buildings under construction.

Public Works employees who are assigned the responsibility of handling dead animals will be furnished with appropriate protective clothing such as gloves, aprons and foul weather boots.

All employees who receive uniforms under this Section will be required to wear such uniforms during work hours.

SECTION 14.07 BARGAINING UNIT WORK

All work customarily performed by the employees of the bargaining unit shall continue to be so performed unless there is no bargaining unit member available. This does not limit the provisions of Article II of the Agreement, but the City agrees it will not lay off employees except for lack of work or funds.

The City may subcontract the maintenance of the bocce fields, cricket courts, rotaries and islands. However, this waiver of bargaining unit work sunsets on June 30, 2015.

SECTION 14.08 LONGEVITY

Longevity payments to all full-time employees in the bargaining unit (excluding temporary, seasonal part-time, and per diem employees) shall be based on the following scale:

<u>Aggregate Years of Service</u>	<u>Total Annual Longevity Payment</u>
6 years but less than 10 years	\$125
10 years but less than 15 years	\$175
15 years but less than 20 years	\$250
20 years or more	\$350

Time spent in the armed forces of the United States (i.e., Army, Navy, Air Force, Marine Corps, and Coast Guard) while on leave from the City, shall be included in determining the number of aggregate years of service.

The date used to determine eligibility for longevity payments shall be July 1st of each and every year; provided, however, that the annual earned longevity payment shall be due and payable in one (1) lump sum payment on December 1st of each and every year only to those employees who are in active service on said December 1st and to those employees who have retired in the period between the determination of their eligibility on July 1st and the date of payment on December 1st.

Said longevity payments shall not affect the annual increment to which an employee is entitled but are compensation for continued and faithful service to the City.

SECTION 14.09 SHIFT DIFFERENTIALS

Employees regularly working on a shift other than the regular day shift shall receive a shift differential of five percent (5%) for the second (2nd) shift and seven percent (7%) for the third (3rd) shift. The provision shall not apply to night cleaning staffs in City buildings. For the purposes of this Section, any shift beyond 5:00 p.m. will be considered the second (2nd) shift. Any shift beyond 1:00 a.m. will be considered the third (3rd) shift.

Any shift differential paid to an employee for his/her regular shift shall be included in computing premium rates for overtime.

Employees on any split shift or rotating split schedule on a seven (7) day basis that is mutually agreed to shall receive an additional seven percent (7%) on their current salary. Employees normally assigned to the third (3rd) shift will continue to receive their third (3rd) shift differential when they are temporarily assigned on a seasonal basis to the first (1st) shift.

SECTION 14.10 INSURANCE

Employees who are eligible or who become eligible for insurance coverage under existing terms and conditions shall be provided the following coverage:

A. Medical and Prescription Drug. Effective August 1, 2009, the City will provide medical and prescription drug benefits for each employee and each employee's enrolled dependents as outlined in **Appendix E**.

Effective January 1, 2011, each employee enrolled in the health coverage described in this Section shall pay, via payroll deduction, eleven and one-half percent (11½%) of the carrier's determined rates for their health insurance based on single, two person or family coverage under the Plan.

Effective July 1, 2013, each employee enrolled in the health coverage shall pay, via payroll deduction, twelve percent (12%) of the carrier's determined rates for their health insurance based on single, two person or family coverage under the Plan.

B. HMO. The City and the Union agree that qualified Health Maintenance Organizations (HMOs) may be offered to bargaining unit members on an individual basis as such plans become available as an alternative to the City's primary plan, provided that the Union and Council 4, AFSCME agree to such HMO offering.

Any employee who enrolls in an alternative plan will pay through payroll deduction any and all costs for the selected plan that are in excess of the rates paid by the City's primary plan.

B. Dental Plan. The City will pay the cost of covering each employee and each employee's enrolled dependents under a Full Service Dental Plan as described in Appendix E.

Effective July 1, 1990, the City shall pay the cost of covering each employee and each employee's enrolled dependents for dental benefits currently known as Riders A, D, and E, as described in **Appendix E**.

Effective January 1, 1990, the City will make available to each employee and each employee's enrolled dependents the dental benefit currently known as Rider C, as described in **Appendix E**. Effective July 1, 1991, the City shall pay the cost of covering each employee for Rider C. The employee shall pay the cost of covering enrolled dependents for this dental rider through payroll deductions.

The Dental Rider options that may be exercised by employees will be subject to the terms and conditions of the insurance policy.

C. Group Life Insurance. The City will pay the cost of group life insurance for all employees enrolled in such plan or who thereafter enroll in such plan according to present terms, which terms include longevity pay in determining the amount of insurance for which each employee is eligible. The employee's life insurance is approximately one and one-half (1½) times the employee's annualized wages including longevity as of July 1st in any year to a maximum of fifty thousand dollars (\$50,000). Any payment made under this provision shall be made in accordance with the terms and conditions of the group life insurance policy.

D. Coverage. All insurance coverage shall become effective as follows:

For a person employed on or before the twentieth (20th) of the month, these insurances will become effective on the first (1st) of the month following one (1) complete month of service.

For a person employed after the twentieth (20th) of the month, these insurances will become effective on the first (1st) of the month following two (2) complete months of service.

E. Survivor's Insurance. The City will allow eligible survivors of an active or retired employee to buy medical, dental and prescription drug insurance by pension deduction at the rates payable for employees who are included in the City's group plan. This benefit shall apply only to a surviving spouse and/or those dependent children who were covered by the City's group insurance at the time of the employee's or pensioner's death and shall be available until the spouse dies, remarries, or attains age sixty-five (65); in the case of dependent children, this benefit shall be provided until the dependent child reaches such age as outlined in federal or state law or to a minimum of age nineteen (19), or age twenty-four (24) if qualified.

F. Insurance Benefits for Retirees. The City will make partial payment for health insurance for retired employees in accordance with the following schedule:

1. For employees whose effective date of retirement is July 1, 1990, or after and who have at least twenty-five (25) years of service and are at least fifty-five (55) years of age at the time of retirement, the City will pay fifty dollars (\$50) per month toward the cost of the health insurance until the retiree reaches the age of sixty-two (62). Thereafter, beginning the first (1st) of the month following the retiree's sixty second (62nd) birthday, the City will pay the full cost of medical and prescription drug coverage (but not dental insurance) until the retiree reaches age sixty-five (65). At age sixty-five (65) the City will pay fifty dollars (\$50) per month toward the cost of the City's Major Medical Supplemental Plan for the retiree only.

2. Employees who retire on or after July 1, 1990 and are at least fifty-five (55) years of age and have at least twenty-five (25) years of service at the time of retirement and who wish to withdraw from the health insurance coverage available to them under Paragraph F above, may re-enroll at any time thereafter up to age sixty-four (64) years and six (6) months in the health

insurance plan available at the date of re-enrollment provided they submit evidence of insurability for themselves and any qualified dependents and are found insurable by the insurance carriers.

3. Retirees who re-enroll prior to age sixty-two (62) will be required to pay the full costs of the medical, dental and prescription drug coverage from the date of re-enrollment to age sixty-two (62). At age sixty-two (62), the costs of the medical and prescription drug coverage (but not dental) will be paid by the City for retired employees who have at least twenty-five (25) years of service and are at least fifty-five (55) years of age at the time of retirement.

4. The premium rate structure combines active employee members and eligible pensioner members into a single, composite insured group for rate purposes, in order to reduce the current monthly premiums for eligible pensioners.

5. Retiree Life Insurance. Effective July 1, 1989, the City will pay the cost of seven thousand five hundred (\$7,500) life insurance coverage for each eligible bargaining unit member who retires on or after that date.

G. Substitution of Insurance Plans. The City reserves the right to substitute alternative plans to the medical and dental insurance plans indicated in this Section; provided, however, that any substitute plan will offer a substantially comparable level of benefit to those health insurance plans already provided. The City will give the Union a copy of any proposed substitute plan and will meet with the Union Executive Board prior to implementing any substitute plan.

SECTION 14.11 RETIREMENT

The present retirement benefits as described in Chapter XVII, Section 3 of the Charter of the City of Hartford shall remain in effect from July 1, 1985 until the following provisions take effect:

Effective immediately upon approval of this Agreement by the City Council, the City and its agents, including the City Treasurer and the Pension Commission of the City of Hartford Municipal Employees Retirement Fund, shall prepare and process all documents necessary to enroll all eligible bargaining unit members in the State of Connecticut Municipal Employees Retirement System (CMERS) Retirement Plan.

Eligibility is limited to those full time employees currently enrolled in the City's pension plan having Social Security deductions and pension deductions taken from their pay provided they otherwise meet the eligibility requirements of CMERS. New full time employees who meet the eligibility requirements of CMERS shall be enrolled in that plan.

In accordance with the above procedure and subject to the provisions of CMERS, bargaining unit members shall become eligible for benefits under CMERS no earlier than April 1, 1986 and no later than July 1, 1986.

It is understood and agreed that, should the employer contribution for subsequent service on behalf of bargaining unit members to the CMERS plan be assessed at a rate higher than the rate the

City currently pays to its MERF plan on behalf of bargaining unit members ten and seventy-seven hundredths percent (10.77%) of payroll during the term of this Agreement, the parties shall immediately reopen the for the sole purpose of negotiating the impact of such assessed employer contribution above ten and seventy-seven hundredths percent (10.77%) of payroll on the cost of the total Agreement.

The Union and the City hereby agree that should CMERS be amended to include a provision which provides normal retirement benefits to members who are municipal employees with at least twenty (20) years of service without reduction because of age (“twenty and out”), the City shall not demand impact bargaining regarding this modification to the bargaining unit members’ pension plan.

Pension matters shall not be subject to the grievance procedure, but shall be subject to appeal to the courts.

Plan payments will not exceed Internal Revenue Code § 415 provisions.

SECTION 14.12 CALLBACK PAY

When an employee is called in for work outside of his/her regularly scheduled working hours, he/she shall be paid a minimum of three (3) hours at the applicable overtime rate. This provision applies only when such call back results in hours worked which are not annexed consecutively to one end or the other of the working day.

SECTION 14.13 SHIFT PREFERENCE

Shift preference will be granted on the basis of seniority within the classification as openings occur. Such preference shall be exercised first (1st) by employees within a division. If no employees within the division exercise such preference then employees within the department will be given preference by seniority.

SECTION 14.14 VACANT POSITIONS

The City agrees to provide information on the filling of new or vacant positions when requested in writing by the Union.

SECTION 14.15 SENIORITY LIST

The City shall prepare a list of employees showing their seniority in length of service with the City, and send it to the Union on December 1st of each year. New employees shall be added to this list when they complete their probationary period.

SECTION 14.16 TRAINING

The City shall establish in-service training programs from time to time to prepare present employees to advance to positions in the service requiring higher skills and more responsible duties. If such training is conducted during normal working hours, the employee shall receive his/her regular hourly rate while undergoing training. The City may require employees to attend training before or after their normal working hours. In such cases, employees shall be compensated at the appropriate overtime rates.

In the selection of trainees, qualified applicants will be determined by the employee's expression of interest, aptitude, and work record. From the qualified applicants, assignments to training will be in order of seniority.

It is understood and agreed that should the City elect to establish an apprenticeship program for skilled trades such program will be discussed with the Union prior to its establishment.

The City and Union recognize the need to provide training and job opportunities for the disadvantaged. For this purpose, trainees may be appointed and paid in accordance with the terms of any State or Federal law or program applicable during the terms of this Agreement.

No trainee shall displace any regular member of the bargaining unit nor be included in the bargaining unit while in training status. The Union will be notified of new programs, the number of trainees involved, and the length of the training program.

SECTION 14.17 MEAL ALLOWANCE

Employees engaged in snow and ice activities on an overtime basis shall receive a meal allowance on the following basis:

(a) If an employee works more than one hour before his/her regular shift, he/she shall receive a meal allowance of two dollars and fifty cents (\$2.50). He/she shall also receive an additional meal allowance of two dollars and fifty cents (\$2.50) for each additional period of four (4) hours before his/her regular shift, but in no event shall he/she receive two (2) meal allowances for the first (1st) two (2) periods if he/she works less than eight (8) hours overtime.

(b) If an employee works more than two (2) hours beyond his/her regular shift, he/she shall receive a meal allowance of six dollars (\$6). He/she shall also receive an additional allowance of six dollars (\$6) for each additional period of four (4) hours after his/her regular shift, but in no event shall he/she receive two (2) meal allowances for the first (1st) two (2) periods if he/she works less than eight (8) hours overtime.

SECTION 14.18 MILEAGE

Any employee required to use their own personal vehicle for City business shall be reimbursed the current I.R.S. rate per mile for each mile driven for such City business.

SECTION 14.19 BENEFITS FOR PART-TIME EMPLOYEES

Premium pay and other fringe benefits in this Agreement apply only to full-time permanent employees; however, the other employees who do not hold another job in the bargaining unit and who have worked seven hundred and fifty (750) hours or more in the fiscal year prior to July 1st, shall be entitled to the following benefits:

1. Overtime at one and one-half (1½) times the regular hourly rate of pay for any hours exceeding eight (8) hours per day and forty (40) hours per week.
2. Ten (10) one-half (½) days of vacation, which shall be accumulated and credited on July 1st of each year.
3. Five (5) one-half (½) days in lieu of holidays which shall be accumulated and credited on July 1st of each year and which shall be used and administered in the same way as additional vacation.

Part-time employees who work more than nine hundred and fifty (950) hours in any fiscal year will be paid an additional twenty-five cents (25¢) per hour for all hours worked in excess of nine hundred and fifty (950) hours for that fiscal year and for all hours worked in the following fiscal year in lieu of any benefits other than those provided in this Section.

Should a part-time employee who qualifies for this additional payment fall below nine hundred and fifty (950) hours worked in any fiscal year, then the following fiscal year no additional payment will be made until and unless the part-time employee exceeds nine hundred and fifty (950) hours worked in that fiscal year.

A part time employee who qualifies for the additional payment as provided herein shall also be entitled to grieve a suspension or discharge in accordance with this Agreement should such action be taken at any time during which the part time employee is receiving the additional payment.

Part-time employees who have worked at least seven hundred and fifty (750) hours in the preceding fiscal year will have their names placed on appropriate eligible lists for full-time positions in the same class in the order of their hours worked in that fiscal year. Such lists shall be considered prior to any promotional or open competitive lists and will expire on June 30th of each year.

The parties agree to incorporate the new sick leave state law.

SECTION 14.20 EMPLOYEE PARKING

The City agrees to discuss employee parking with the Union in the event present status changes.

SECTION 14.21 PROMOTIONAL EXAM REJECTION APPEAL

An employee whose application for a promotional competitive examination is rejected shall have the right to appeal such rejection with the Director of Human Resources. The appeal must be filed in writing within five (5) working days of receipt of the rejection letter.

If requested by the employee, or if he/she so determines, the Director of Human Resources or his/her designated representative shall meet with the interested parties no later than ten (10) working days after receipt of the appeal and in any case shall render his/her decision in writing within fifteen (15) working days of receipt of the appeal. The decision of the Director of Human Resources shall be final and shall not be subject to any other grievance procedure or process.

SECTION 14.22 NEW EQUIPMENT

Whenever the City introduces new equipment which is significantly distinct from existing equipment, the City shall, upon request of the Union, negotiate concerning the proper pay rate for operation of such equipment. The effective date of such pay rate shall be the date the equipment was first operated by bargaining unit members.

SECTION 14.23 PERSONNEL RULES AND REGULATIONS

No provision of the City's Personnel Rules and Regulations which apply to collective bargaining matters and which are amended, deleted or added during the term of the Agreement shall be binding on bargaining unit members unless such changes have been specifically agreed to, in writing, by the Union.

**ARTICLE XV
SAVING CLAUSE**

If any section, sentence, clause or phrase of this Agreement shall be held for any reason to be inoperative, void, or invalid, the validity of the remaining portions of this Agreement shall not be affected thereby, it being the intention of the parties in adopting this Agreement that no portion thereof, or provision herein shall become inoperative or fail by reason of the invalidity of any other portion or provision.

**ARTICLE XVI
ENTIRE AGREEMENT**

The foregoing constitutes an entire agreement between the parties and no verbal statement shall supersede any of its provisions. It is understood and agreed that all matters subject to collective bargaining between the parties have been covered herein and that it may not be reopened for change in its items or addition of new subject matters except by mutual agreement.

**ARTICLE XVII
DURATION**

The duration of this Agreement shall extend from July 1, 2011 through June 30, 2015, and shall continue in effect thereafter unless amended, modified or terminated in accordance with this Section. Either party wishing to amend, modify or terminate this Agreement must so advise the other party in writing no later than one hundred fifty (150) days prior to the expiration of this Agreement and begin negotiations no later than one hundred twenty (120) days prior to the expiration of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused to be signed and sealed this Agreement and a like copy of this ____ day of _____, 2014.

CITY OF HARTFORD

**LOCAL 1716, COUNCIL 4 OF THE AMERICAN
FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO**

By: _____
Pedro E. Segarra, Mayor

By: _____
Its President

By: _____
Its Executive Vice President

By: _____
Its Secretary

By: _____
Its Treasurer

By: _____
Its Council 4 Staff Representative

APPENDIX A BARGAINING UNIT

This Agreement applies to all employees in classes listed in the Classification Plan as designated in Appendix B and excludes all employees in classes listed in the certification by the Connecticut State Board of Labor Relations issued June 29, 1966 as amended.

Classes created or revised after January 17, 1966 shall be included or excluded from the bargaining unit in accordance with the provisions of this Agreement and Public Act 159 of the General Assembly, as amended.

Employees who are designated as part-time and who work seven hundred and fifty (750) hours or more in any fiscal year, will be subject to the Agency Shop provision of this Agreement.

The inclusion of newly established non-professional and non-supervisory classifications will be a subject for negotiations between the City and the Union. The City shall notify the Union of any such newly established classification in the classified service, and shall state whether or not it believes such classification should be included in the bargaining unit. The Union shall have thirty (30) calendar days within which it may claim bargaining unit eligibility of the classification.

Any dispute on whether a newly established classification is to be included or excluded from the bargaining unit will be submitted to the Connecticut State Board of Labor Relations to resolve such dispute. If a newly established classification is determined to be a part of the bargaining unit such classification shall be included as part of the bargaining unit without having to resort to an election.

**APPENDIX B
SHIFT EXCEPTIONS**

The following are shifts in exception of those listed in Section 10.00, paragraph three.

PUBLIC WORKS DEPARTMENT

Building Operations:

9:30 a.m. - 6:00 p.m.	Building Attendant Building Custodian
6:30 a.m. - 2:30 p.m.	Building Custodian
2:30 p.m. - 9:30 p.m.	Building Custodian
1:00 p.m. - 9:00 p.m.	Building Custodian
12:00 p.m. - 8:00 p.m.	Lead Custodian
6:00 a.m. - 2:00 p.m.	Building Custodian

Street Cleaning:

2:00 p.m. - 10:00 p.m.	Dumpster Drivers
6:30 a.m. - 3:30 p.m.	Laborers and Drivers
5:00 a.m. - 2:30 p.m.	Dumpster Driver
2:30 p.m. - 10:30 p.m.	Dumpster Driver

Central Equipment Maintenance:

12:00 p.m. - 8:30 p.m.	Heavy Equipment Mechanic Automotive Mechanic Automotive Servicicer
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Land Fill:

6:00 a.m. - 2:30 p.m.	Weigher Heavy Equipment Operator Sanitation Laborer
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Street Services:

6:30 a.m. - 3:00 p.m.	Public Works Dispatcher
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Refuse Collection:

6:30 a.m. - 3:00 p.m.	Assistant Sanitation Section Leader Sanitation Laborer
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Golf Courses:

6:30 a.m. - 3:00 p.m. Saturdays, Sundays & Holidays	Laborer Semi-Skilled Laborer Light Truck & Tractor Operator Assistant Park Operations Section Leader
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EMERGENCY SERVICES AND TELECOMMUNICATIONS

7:30 a.m. - 3:30 p.m. <i>(Mon. - Fri.)</i>	Police Communications Operator
10:00 a.m. - 6:00 p.m. <i>(Sun. - Thurs.)</i>	Police Communications Operator
3:30 p.m. - 11:30 p.m. <i>(Sun. - Tues.; and Fri. and Sat.)</i>	Police Communications Operator
6:00 p.m. - 2:00 a.m. <i>(Tues. - Sat.)</i>	Police Communications Operator

7:30 a.m. - 3:30 p.m.	Emergency Telecommunications Dispatcher
10:00 a.m. - 6:00 p.m.	Emergency Telecommunications Dispatcher
3:30 p.m. - 11:30 p.m.	Emergency Telecommunications Dispatcher
6:00 p.m. - 2:00 a.m.	Emergency Telecommunications Dispatcher
11:30 p.m. - 7:30 a.m.	Emergency Telecommunications Dispatcher

Emergency Telecommunications Dispatchers and Police Communications Operators who regularly work a shift that extends beyond the normal first (1st) shift hours shall be paid a five percent (5%) shift differential.

Emergency Telecommunications Dispatchers and Police Communications Operators who regularly work a shift that extends beyond the normal second (2nd) shift hours shall be paid a seven percent (7%) shift differential.

POLICE DEPARTMENT

6:00 a.m. - 2:00 p.m.	Supply Clerk
10:00 a.m. - 6:00 p.m.	Supply Clerk

Supply Clerks in the Police Department working the above shifts in combination with normal shifts in a work week shall receive a shift differential of seven percent (7%) for the entire work week.

HEALTH & HUMAN SERVICES DEPARTMENT

7:00 a.m. - 8:00 p.m.
12:00 p.m. - 12:00 a.m.

Family Planning Unit
AIDS Outreach Program

DEPARTMENT OF FAMILIES, CHILDREN, YOUTH & RECREATION

Recreation Leaders work varying schedules, Monday through Friday, as follows:

A. September to April (approximately thirty (30) weeks):

1. 2:45 p.m. to 9:00 p.m. plus
9:00 a.m. to 12:00 p.m., Thursday morning
2. 6:00 p.m. to 9:00 p.m. during school vacation periods

April to June & the last part of September (approximately twelve (12) weeks):

1. 11:00 a.m. to 6:00 p.m.
2. 1:00 p.m. to 8:00 p.m.

June to September (approximately ten (10) to eleven (11) weeks):

1. 10:00 a.m. to 5:00 p.m.
2. 2:00 p.m. to 9:00 p.m.

According to daylight hours the above schedules may be varied by one half (½) hour.

APPENDIX C ETO'S SHIFT BID

It is understood and agreed that Emergency Telecommunications Dispatchers employed in the Emergency Services and Telecommunications Department are permitted to bid, in accordance with departmental administrative procedures, to any shift of their choice prior to the beginning of each of the Department's eighty-four (84) day shift cycles.

It is understood and agreed that the shift assignments will be made on the basis of seniority, provided however, that the Police Chief may, at his/her discretion, reserve up to five (5) positions per shift for bilingual (Spanish/English) skilled Emergency Telecommunications Dispatchers to assure that the Communications Center is properly staffed to respond to calls from the Spanish speaking population in Hartford.

It is understood and agreed that this bid shift procedure does not affect management's right to transfer employees if such changes are determined by the Director of Emergency Services and Telecommunications or his/her designees to be in the best interest of the employee and/or the Department.

It is finally understood and agreed that if an employee fails to submit a bid on a shift, or if the employee has insufficient seniority to qualify for his/her preferred shift(s), such employee may be assigned to any shift at the department's discretion. Shift assignments made in accordance with this Appendix shall be for the duration of the eighty-four (84) day department shift cycle.

APPENDIX D
DRUG TESTING AND DETECTION COMMITTEE

It is understood and agreed that a Drug Testing and Detection Committee will be formed no later than the first (1st) of the month following the approval of the 1994-1996 Agreement by the Court of Common Council. The Committee will meet to discuss and determine methods and procedures to insure a drug free workplace for City employees. The Union President shall appoint three (3) bargaining unit members to the committee and the Director of Human Resources shall appoint three (3) persons to the committee.

**APPENDIX E
MEDICAL AND PRESCRIPTION DRUG**

(Effective August 1, 2009)

Benefits at a Glance

	In Network You Pay:	Out-of-Network You Pay:
Office Visit Copayment	\$20	Deductible & Coinsurance
Hospital Copayment	\$150 Copayment	Deductible & Coinsurance
Emergency Room Copayment – <i>waived if admitted</i>	\$100	\$100
Outpatient Surgery Copayment	No Charge	Deductible & Coinsurance
Annual Deductible (<i>Individual/2-Member Family/3+ Member Family</i>)	Not Applicable	\$250/\$500/\$500
Coinsurance		20% after deductible up to
Coinsurance Maximum (<i>Individual/2-Member Family/3+ Member Family</i>)		\$1,250/\$2,500/\$2,500
Lifetime Maximum	Unlimited	Unlimited
Human Organ Transplant Lifetime Maximum	Unlimited	Unlimited

PREVENTIVE CARE

Well Child Care* <i>Birth to 35 months 3 Years to 17 Years</i>	No Copayment	Deductible & Coinsurance
Periodic, Routine Health Examinations*	No Copayment	
Routine Eye Exams – <i>One exam every calendar year</i>	No Copayment	
Routine OB/GYN Visits – <i>One exam per year</i>	No Copayment	
Mammography <i>1 Baseline age 35 – 39 years 1 Screening per year age 40+ Additional exams when medically necessary</i>	No Charge	
Hearing Screening – <i>Covered once every calendar year</i>	No Copayment	

MEDICAL CARE

Primary Care Office Visits	\$20 Copayment	Deductible & Coinsurance
Specialist Consultations	\$20 Copayment	
OB/GYN Care	\$20 Copayment	
Maternity Care – <i>Initial visit subject to copayment; no charge thereafter</i>	\$20 Copayment	
Laboratory	No Charge	
X-Ray and Diagnostic Testing	No Charge	
Allergy Services <i>Office visits/testing Injections – Unlimited</i>	\$20 Copayment No Charge	

HOSPITAL CARE – *Prior authorization required.*

Semi-Private Room	\$150 Copayment	Deductible & Coinsurance
Maternity and Newborn Care	\$150 Copayment	
Skilled Nursing Facility – <i>Up to 120 days per calendar year</i>	\$150 Copayment	
Rehabilitation Services – <i>Up to 60 days per person per calendar year</i>	\$150 Copayment	Deductible &

Private Duty Nursing – Outside hospital coverage; covered as out of network – maximum per year \$15,000		Coinsurance
Outpatient Surgery – <i>In a hospital or surgi-center</i>	No Charge	

EMERGENCY CARE

Walk-In Centers	\$20 Copayment	Deductible & Coinsurance
Emergency Care – <i>Copayment waived if admitted</i>	\$100 Copayment	\$100 Copayment
Urgent Care	\$25 Copayment	Not Covered
Ambulance	No Charge	No Charge

OTHER HEALTH CARE - *Prior authorization may be required.*

Outpatient Rehabilitative Services <i>50 visit maximum for PT, OT, ST & Chiro per year – excess covered as out of network</i> <i>PT and OT</i> <i>ST and Chiro</i>	No Charge \$20 Copayment	Deductible & Coinsurance
Prosthetic Devices	No Charge	
Durable Medical Equipment (Including surgical stockings & orthotics)	No Charge	
Ostomy Supplies (Unlimited per member per calendar year maximum)	No Charge	
Orthoptic Training	No Charge	
Wigs (Covered with a diagnosis of cancer)	No Charge	

MENTAL HEALTH/SUBSTANCE ABUSE CARE

Inpatient	\$150 Copayment	Deductible & Coinsurance
Outpatient/Office Visits (Prior authorization after the 40 th visit)	\$20 Copayment	

***Schedule of Health Examinations:**

- One (1) exam per month from birth through six (6) months
- One (1) exam every two (2) months from six (6) months through eleven (11) months
- One (1) exam every three (3) months from twelve (12) months through twenty-three (23) months
- One (1) exam every six (6) months from twenty-four (24) months through thirty-five (35) months
- One (1) exam annually from three (3) through seventeen (17) years
- Seventeen (17)+ One (1) a year

Note: In situations where the member is responsible for obtaining necessary precertification or prior authorization and fails to do so, benefits may be reduced or denied.

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reforms laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this Summary.

This does not constitute your health plan or insurance policy. It is only a general description of the plan. The following are examples of services NOT covered by your medical Plan. Please refer to your Certificate/Evidence of Coverage/Summary Booklet for more details: Cosmetic surgeries and services; custodial care; genetic testing; hearing aids; services and supplies related to, as well as the performance of, sex change operations; travel expenses; vision therapy; services rendered prior to your contract effective date or rendered after your contract termination date; and workers' compensation.

NOTE: A copy of a benefit summary matrix for any other health plan offered to members of this bargaining unit may be obtained from the Human Resources Benefits Division.

CITY OF HARTFORD
MANAGED 3-TIER RX PLAN
Benefits at a Glance

Your Personal Prescription Benefit Program Managed 3-Tier Rx Plan Option 9

Welcome to your new prescription benefit administered by CVS Caremark. Your prescription benefit is designed to bring you quality pharmacy care that will help you save money.

The information below is a brief summary of your prescription benefits as well as some frequently asked questions about the CVS Caremark prescription benefit program. CVS Caremark and City of Hartford are confident you will find value with your new prescription benefit program.

	CVS Caremark Retail Pharmacy Network For short-term medications (Up to a 30-day supply)	CVS Caremark Mail Service Pharmacy For long-term medications (Up to a 90-day supply)
Where	The CVS Caremark Retail Network includes more than 64,000 participating pharmacies nationwide, including independent pharmacies, chain pharmacies, and 7,100 CVS/pharmacy locations. To locate a CVS Caremark participating retail network pharmacy in your area, simply click on "Find a Pharmacy" at www.caremark.com or call a Customer Care representative toll-free at 1-877-461-0101.	Simply mail your original prescription and the mail service order form to CVS Caremark. Your medications will be sent directly to your home, office or a location of your choice.
Generic Medications Ask your doctor or other prescriber if there is a generic available, as these generally cost less.	\$5 for a generic prescription 20% for out of network pharmacies	\$5 for a generic prescription
Preferred Brand-Name Medications If a generic is not available or appropriate, ask your doctor or healthcare provider to prescribe from your plan's preferred drug list.	\$10 for a preferred brand-name prescription 20% for out of network pharmacies	\$10 for a preferred brand-name prescription
Non-Preferred Brand-Name Medications You will pay the most for medications not on your plan's preferred drug list.	\$25 for a non-preferred brand-name prescription 20% for out of network pharmacies	\$25 for a non-preferred brand-name prescription
Refill Limit	None	None
Web Services	Register at www.caremark.com to access tools that can help you save money and manage your prescription benefit. To register, have your Prescription Card ready.	
Customer Care	Visit www.caremark.com or call toll-free at 1-877-461-0101.	
Please Note: When a generic is available, but the pharmacy dispenses the brand-name medication for any reason, you will pay the difference between the brand-name medication and the generic plus the brand copayment. You can avoid paying a cost difference penalty on a brand-name drug by asking your prescriber to contact customer care and request prior authorization.		

Copayment, copay or coinsurance means the amount a plan participant is required to pay for a prescription in accordance with a Plan, which may be a deductible, a percentage of the prescription price, a fixed amount or other charge, with the balance, if any, paid by a Plan.

Your privacy is important to us. Our employees are trained regarding the appropriate way to handle your private health information.

Frequently Asked Questions

ABOUT THE CVS CAREMARK RETAIL NETWORK

Can I receive additional Prescription Cards?

Yes, for additional Prescription Cards, please call a Customer Care representative toll-free at 1-877-461-0101.

May I fill my medication at a non-participating pharmacy?

There are more than 64,000 participating pharmacies in the CVS Caremark retail network. When you choose to go to a non-participating pharmacy, you will pay the full prescription price. If you use a non-participating pharmacy, you should submit a paper claim form along with the original prescription receipt(s) to CVS Caremark for reimbursement of covered expenses. You can download and print a claim form when you log in to www.caremark.com.

How do I change my prescription from a non-participating retail pharmacy to a CVS Caremark participating retail pharmacy?

Go to a CVS Caremark participating retail pharmacy and tell the pharmacist where your prescription is currently on file. The pharmacist will contact the pharmacy and make the transfer for you. To find a CVS Caremark participating retail pharmacy, click on "Find a Pharmacy" at www.caremark.com.

How do I request Prior Authorization for "dispense as written" medications?

Some medications may require approval before the prescription can be filled. Your pharmacist will give you or your doctor a toll-free number to call in order to obtain approval.

ABOUT THE CVS CAREMARK MAIL SERVICE PHARMACY

Why should I use the CVS Caremark Mail Service Pharmacy for my prescriptions?

The CVS Caremark Mail Service Pharmacy is a convenient and cost-effective way for you to order up to a 90-day supply of maintenance or long-term medication. You can have your long-term medication delivered to your home, office or a location of your choice with free standard shipping. By using mail service, you minimize trips to the pharmacy while saving money on your prescriptions.

How long does it take for my prescriptions to arrive by mail?

Please allow 7-10 days for delivery from the time the order is placed.

How do I check the status of my order?

You can check your refill order status at www.caremark.com or by calling toll-free at 1-877-461-0101.

How should I ask my doctor or other prescriber to write my prescription in order to receive the maximum benefit from the CVS Caremark Mail Service Pharmacy?

Remind your doctor or other prescriber to write a "90-day supply plus refills," when clinically appropriate, for maintenance medications that are purchased through the CVS Caremark Mail Service Pharmacy. CVS Caremark must fill your prescription for the exact quantity of medication that your doctor or healthcare provider prescribes, up to your plan design limit. When you need to take your maintenance medication right away, ask your doctor or other prescriber for two prescriptions:

- The **first** for up to a 30-day supply
- The **second** for up to a 90-day supply, with refills when clinically appropriate

Have the short-term supply filled immediately at a CVS Caremark participating retail pharmacy and send the 90-day supply prescription to the CVS Caremark Mail Service Pharmacy.

ABOUT THE CVS CAREMARK DRUG LIST

What is a drug list?

It is a list of preferred prescription medications that have been chosen because of their clinical effectiveness and safety. This list is typically updated every three months. The drug list promotes the use of preferred brand-name medications and generic medications whenever possible. Generic medications are therapeutically equivalent to brand-name medications and must be approved by the U.S. Food and Drug Administration (FDA) for safety and effectiveness. Generally, generic medications cost less than brand-name medications. You can get a drug list by either visiting www.caremark.com or by calling Customer Care toll-free at 1-877-461-0101.

How do I change to a generic or preferred drug?

To save money, have your doctor or other prescriber choose a generic or preferred brand-name medication from the CVS Caremark Drug List, if appropriate. You may want to take the list with you when you visit your doctor or other prescriber.

FULL DENTAL PLAN

The **Full Dental Plan** is designed to cover diagnostic, preventive and restorative procedures necessary for adequate dental health.

Covered services include:

- ♦ Oral Examinations
- ♦ Periapical and bitewing x-rays
- ♦ Topical fluoride applications for those under age 19
- ♦ Prophylaxis, including cleaning, scaling and polishing
- ♦ Repair of dentures
- ♦ Palliative emergency treatment
- ♦ Routine fillings consisting of silver amalgam and tooth color materials, including stainless steel crowns (primary teeth)*
- ♦ Simple extractions**
- ♦ Endodontics – Including pulpotomy, direct pulp capping and root canal therapy (excluding restoration)

*Payment for an inlay, onlay or crown will equal the amount payable for a three-surface amalgam filling when the member is not covered by the Dental Amendatory Rider A.

**Payment for a surgical extraction or a hemisection with root removal will equal the amount payable for a simple extraction when the member is not covered by Dental Amendatory Rider A.

ACCESSING BENEFITS:

Participating Dentists Benefits.

When receiving care from one of over 1,800 participating dentists, the member simply presents an identification card showing dental coverage. The dentist bills us directly for all covered services.

For dental care provided by a participating dentist, we pay the lesser of the dentist's usual charge or the usual, customary and reasonable charge as determined by us. The dentist accepts our reimbursement as full payment and may not bill the member for any additional charges.

Non-Participating Dentists Benefits.

For covered dental services provided by a non-participating dentist, in or out of Connecticut, we pay an amount equal to the dentist's usual charge or the applicable allowance for the procedure, as determined by us. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist.

This does not constitute our health plan or insurance policy. Refer to your Master Group Policy or Description of Benefits, on file with your employer, for a complete listing of benefits, maximums, exclusions and limitations.

DENTAL AMENDATORY RIDER A ADDITIONAL BASIC BENEFITS

In addition to the services provided under your dental program, the following additional basic benefits are provided:

- ♦ Inlays (not part of bridge)
- ♦ Onlays (not part of bridge)
- ♦ Crown (not part of bridge)
- ♦ Space Maintainers
- ♦ Oral surgery consisting of fracture and dislocation treatment, diagnosis and treatment of cyst and abscess, surgical extractions and impaction
- ♦ Apicoectomy

The dental services listed above are subject to the following qualifications:

We will pay for individual crowns, inlays and onlays only when amalgam or synthetic fillings would not be satisfactory for the retention of the tooth, as determined by us.

We will not pay for a replacement that is provided less than five (5) years following a placement or replacement which was covered under this Rider. We will not pay for individual crowns, inlays or onlays to alter vertical dimension, for the purpose of precision attachment of dentures, or when they are splinted together for any reason.

If the member is not covered by Dental Amendatory Rider C (Prosthodontics), we will pay for the following types of crowns, inlays or onlays, but only when there is clinical evidence that amalgam or synthetic fillings would not be satisfactory for the retention of the tooth:

- ♦ One tooth on either side or two teeth on one side of a replacement for missing teeth, as part of a fixed bridge.
- ♦ No benefits will be provided for the tooth replacements.
- ♦ Space Maintainers – Payment will be made for devices to preserve space due to premature loss of primary teeth, but not for interceptive orthodontic devices. Payment will be made for up to two devices per member per lifetime.

DENTAL AMENDATORY RIDER A ADDITIONAL BASIC BENEFITS

ACCESSING BENEFITS:

Participating Dentists Benefits.

The City's dental carrier will pay the lesser of fifty percent of the dentist's usual charge or fifty percent of the usual, customary and reasonable charge, as determined by us, for the dental services described in this Rider. Dentists who participate in our dental programs agree to accept our allowance as full payment and may not bill the member for any additional charges except for the remaining coinsurance balance.

Non-Participating Dentists Benefits.

In the event a non-participating dentist renders these services, we will pay to the member the lesser of fifty percent of the dentist's charge or fifty percent of the applicable allowance for the procedure as determined by us. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist.

This does not constitute your health plan or insurance policy. Refer to your Master Group Policy or Description of Benefits, on file with your employer, for a complete listing of benefits, maximums, exclusions and limitations.

DENTAL AMENDATORY RIDER C PERIODONTICS

Periodontal services consisting of:

- ♦ Gingival curettage
- ♦ Gingivectomy and gingivoplasty
- ♦ Osseous surgery, including flap entry and closure
- ♦ Mucogingivoplastic surgery
- ♦ Management of acute infection and oral lesions

The maximum benefit we will provide for periodontal services per person per year is \$500.

ACCESSING BENEFITS:

Participating Dentists Benefits.

The City's dental carrier will pay the lesser of fifty percent of the dentist's usual charge or fifty percent of the usual, customary and reasonable charge, as determined by us, for the dental services described in this Rider. Dentists who participate in our dental programs agree to accept our allowance as full payment and may not bill the member for any additional charges except for the remaining coinsurance balance.

Non-Participating Dentists Benefits.

In the event a non-participating dentist renders these services, we will pay to the member the lesser of fifty percent of the dentist's charge or fifty percent of the applicable allowance for the procedure as determined by us. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist.

This does not constitute your health plan or insurance policy. Refer to your Master Group Policy or Description of Benefits, on file with your employer, for a complete listing of benefits, maximums, exclusions and limitations.

DENTAL AMENDATORY RIDER D ORTHODONTICS

The following orthodontic services are provided:

Handicapping malocclusion for a member under age 19, consisting of the installation of orthodontic appliances and orthodontic treatments concerned with the reduction or elimination of an existing malocclusion through the correction of malposed teeth.

The maximum amount payable for orthodontic services is \$600 per member per lifetime.

ACCESSING BENEFITS:

Participating Dentists Benefits.

The City's dental carrier will pay the lesser of sixty percent of the dentist's usual charge or sixty percent of the usual, customary and reasonable charge, as determined by us, for the dental services described in this Rider. Dentists who participate in our dental programs agree to accept our allowance as full payment and may not bill the member for any additional charges except for the remaining coinsurance balance.

Non-Participating Dentists Benefits.

In the event a non-participating dentist renders these services, we will pay to the member the lesser of sixty percent of the dentist's charge or sixty percent of the applicable allowance for the procedure as determined by us. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist.

This does not constitute your health plan or insurance policy. Refer to your Master Group Policy or Description of Benefits, on file with your employer, for a complete listing of benefits, maximums, exclusions and limitations.

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

SKILLED TRADES SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4231	INSTITUTIONAL ENGINEER	0.00%	7/1/2011	926.75	973.00	1019.50						
		1.50%	10/1/2012	940.75	987.75	1034.75						
		1.25%	1/6/2013	952.50	1000.25	1047.75						
		1.25%	7/1/2013	964.50	1012.75	1061.00						
		1.50%	1/1/2014	979.00	1028.00	1077.00						
		1.50%	7/1/2014	993.75	1043.50	1093.25						
		2.00%	1/1/2015	1013.75	1064.50	1115.25						

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4312	ELECTRICIAN II	0.00%	7/1/2011	926.75	973.00	1019.50						
4342	MASTER PLUMBER	1.50%	10/1/2012	940.75	987.75	1034.75						
		1.25%	1/6/2013	952.50	1000.25	1047.75						
		1.25%	7/1/2013	964.50	1012.75	1061.00						
		Upgrade	3.00%	7/1/2013	993.50	1043.25	1092.75					
		1.50%	1/1/2014	979.00	1028.00	1077.00						
		Upgrade	1.50%	7/1/2014	993.75	1043.50	1093.25					
		Upgrade	1.00%	7/1/2014	1003.75	1054.00	1104.25					
2.00%	1/1/2015	1013.75	1064.50	1115.25								
Upgrade	1.00%	6/30/2015	1024.00	1075.25	1126.50							

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4013	FLOOD CONTROL CREW LEADER	0.00%	7/1/2011	818.50			859.50		900.25			
		1.50%	10/1/2012	830.75			872.25		913.75			
		1.25%	1/6/2013	841.25			883.25		925.50			
		1.25%	7/1/2013	851.75			894.25		937.00			
		1.50%	1/1/2014	864.50			907.75		951.00			
		1.50%	7/1/2014	877.50			921.50		965.25			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4337	PAINTER III (3% Step)	0.00%	7/1/2011	826.25	851.00	875.75						
		1.50%	10/1/2012	838.75	864.00	889.00						
		1.25%	1/6/2013	849.25	874.75	900.25						
		1.25%	7/1/2013	859.75	885.50	911.25						
		Upgrade	3.00%	7/1/2013	885.50	912.00	938.75					
		1.50%	1/1/2014	898.75	925.75	952.75						
		1.50%	7/1/2014	912.25	939.50	967.00						
		Upgrade	1.00%	7/1/2014	921.25	949.00	976.50					
		2.00%	1/1/2015	939.75	968.00	996.25						
Upgrade	1.00%	6/30/2015	949.25	977.75	1006.25							

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

SKILLED TRADES SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4307	LEAD CARPENTER (3% Step)	0.00%	7/1/2011	838.25	863.50	888.50						
4333	LEAD MASON (3% Step)	1.50%	10/1/2012	850.75	876.25	901.75						
		1.25%	1/6/2013	861.50	887.25	913.25						
		1.25%	7/1/2013	872.25	898.50	924.50						
		Upgrade 3.00%	7/1/2013	898.50	925.50	952.50						
		1.50%	1/1/2014	912.00	939.25	966.75						
		1.50%	7/1/2014	925.75	953.50	981.25						
		Upgrade 1.00%	7/1/2014	935.00	963.00	991.00						
		2.00%	1/1/2015	953.75	982.25	1011.00						
		Upgrade 1.00%	6/30/2015	963.25	992.25	1021.00						
CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4356	PLUMBING & HEATING MECHANIC	0.00%	7/1/2011	846.50			888.75		931.25			
		1.50%	10/1/2012	859.25			902.25		945.25			
		1.25%	1/6/2013	870.00			913.50		957.00			
		1.25%	7/1/2013	881.00			925.00		969.00			
		1.50%	1/1/2014	894.25			939.00		983.75			
		1.50%	7/1/2014	907.75			953.25		998.50			
		2.00%	1/1/2015	926.00			972.25		1018.50			
CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4161	HEAVY EQUIPMENT MECHANIC	0.00%	7/1/2011	846.50			888.75		931.25			
		1.50%	10/1/2012	859.25			902.25		945.25			
		1.25%	1/6/2013	870.00			913.50		957.00			
		1.25%	7/1/2013	881.00			925.00		969.00			
		Upgrade 3.00%	7/1/2013	907.50			953.00		998.25			
		1.50%	1/1/2014	921.00			967.00		1013.00			
		1.50%	7/1/2014	934.75			981.50		1028.25			
		Upgrade 1.00%	7/1/2014	944.00			991.25		1038.50			
		2.00%	1/1/2015	963.00			1011.25		1059.25			
		Upgrade 1.00%	6/30/2015	972.75			1021.50		1070.00			
CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4306	CARPENTER (3% Step)	0.00%	7/1/2011	766.00	789.00	812.00						
		1.50%	10/1/2012	777.50	800.75	824.25						
		1.25%	1/6/2013	787.25	810.75	834.50						
		1.25%	7/1/2013	797.00	821.00	844.75						
		Upgrade 3.00%	7/1/2013	821.00	845.75	870.25						
		1.50%	1/1/2014	833.25	858.25	883.25						
		1.50%	7/1/2014	845.75	871.00	896.50						
		Upgrade 1.00%	7/1/2014	854.25	880.00	905.50						
		2.00%	1/1/2015	871.25	897.50	923.50						
		Upgrade 1.00%	6/30/2015	880.00	906.50	932.75						

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

SKILLED TRADES SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR		
4141	AUTOMOTIVE MECHANIC (3% Step)	0.00%	7/1/2011	768.00	791.00	814.00								
		1.50%	10/1/2012	779.50	803.00	826.25								
		1.25%	1/6/2013	789.25	813.00	836.50								
		1.25%	7/1/2013	799.00	823.00	847.00								
		Upgrade	3.00%	7/1/2013	823.00	847.75	872.50							
		1.50%	1/1/2014	835.25	860.25	885.25								
		1.50%	7/1/2014	847.75	873.25	898.50								
		Upgrade	1.00%	7/1/2014	856.25	882.00	907.75							
		2.00%	1/1/2015	873.50	899.75	926.00								
		Upgrade	1.00%	6/30/2015	882.25	908.75	935.25							
4142	EQUIPMENT MECHANIC (PARKS) (3% Step)	0.00%	7/1/2011	780.25	803.75	827.00								
		1.50%	10/1/2012	792.00	815.75	839.50								
		1.25%	1/6/2013	802.00	826.00	850.00								
		1.25%	7/1/2013	812.00	836.25	860.75								
		1.50%	1/1/2014	824.25	849.00	873.75								
		1.50%	7/1/2014	836.50	861.50	886.75								
		2.00%	1/1/2015	853.25	878.75	904.50								
		4321	MACHINE SHOP MECHANIC II (3% Step)	0.00%	7/1/2011	780.25	803.75	827.00						
				1.50%	10/1/2012	792.00	815.75	839.50						
				1.25%	1/6/2013	802.00	826.00	850.00						
1.25%	7/1/2013			812.00	836.25	860.75								
1.50%	1/1/2014			824.25	849.00	873.75								
1.50%	7/1/2014			836.50	861.50	886.75								
2.00%	1/1/2015			853.25	878.75	904.50								
4331	MASON (3% Step)			0.00%	7/1/2011	780.25	803.75	827.00						
				1.50%	10/1/2012	792.00	815.75	839.50						
				1.25%	1/6/2013	802.00	826.00	850.00						
		1.25%	7/1/2013	812.00	836.25	860.75								
		Upgrade	3.00%	7/1/2013	836.25	861.25	886.50							
		1.50%	1/1/2014	848.75	874.25	899.75								
		1.50%	7/1/2014	861.50	887.25	913.25								
		Upgrade	1.00%	7/1/2014	870.00	896.00	922.25							
		2.00%	1/1/2015	887.50	914.25	940.75								
		Upgrade	1.00%	6/30/2015	896.50	923.50	950.25							
4345	RADIO TECHNICIAN I ¹	0.00%	7/1/2011	781.25			820.25		859.50		898.50	937.50		
		1.50%	10/1/2012	793.00			832.75		872.25		912.00	951.50		
		1.25%	1/6/2013	803.00			843.25		883.25		923.50	963.50		
		1.25%	7/1/2013	813.00			853.75		894.25		935.00	975.50		
		1.50%	1/1/2014	825.25			866.50		907.75		949.00	990.25		
		1.50%	7/1/2014	837.75			879.75		921.50		963.50	1005.25		
		2.00%	1/1/2015	854.50			897.25		940.00		982.75	1025.50		

¹ 3rd & 4th year rates apply only to employees who obtain a Second Class Radio Telephone Operator License and have served one year at the next lower step.

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

SKILLED TRADES SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4355	STEAMFITTER (3% Step)	0.00%	7/1/2011	809.50	833.75	858.00						
		1.50%	10/1/2012	821.75	846.50	871.00						
		1.25%	1/6/2013	832.00	857.00	882.00						
		1.25%	7/1/2013	842.50	867.75	893.00						
		1.50%	1/1/2014	855.25	881.00	906.50						
		1.50%	7/1/2014	868.00	894.00	920.00						
		2.00%	1/1/2015	885.25	911.75	938.25						

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4311	ELECTRICIAN I (3% Step)	0.00%	7/1/2011	809.50	833.75	858.00						
4350	ELECTRO-MECHANICAL TECHNICIAN (3% Step)	1.50%	10/1/2012	821.75	846.50	871.00						
4341	PLUMBER (3% Step)	1.25%	1/6/2013	832.00	857.00	882.00						
		1.25%	7/1/2013	842.50	867.75	893.00						
		Upgrade	3.00%	7/1/2013	867.75	893.75	919.75					
		1.50%	1/1/2014	880.75	907.25	933.50						
		1.50%	7/1/2014	894.00	920.75	947.75						
		Upgrade	1.00%	7/1/2014	903.00	930.00	957.25					
		2.00%	1/1/2015	921.00	948.75	976.25						
Upgrade	1.00%	6/30/2015	930.25	958.25	986.00							

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0036	CENTRAL DUPLICATING OPERATOR	0.00%	7/1/2011	739.50			776.50		813.50		850.50	887.50
4319	VOTING MACHINE TECHNICIAN	1.50%	10/1/2012	750.50			788.00		825.50		863.00	900.50
		1.25%	1/6/2013	760.00			798.00		836.00		874.00	912.00
		1.25%	7/1/2013	769.50			808.00		846.50		885.00	923.50
		1.50%	1/1/2014	781.00			820.00		859.00		898.25	937.25
		1.50%	7/1/2014	792.75			832.50		872.00		911.75	951.25
		2.00%	1/1/2015	808.50			849.00		889.25		929.75	970.25

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4330	CEMENT FINISHER (3% Step)	0.00%	7/1/2011	715.25	736.75	758.25						
		1.50%	10/1/2012	726.00	747.75	769.50						
		1.25%	1/6/2013	735.00	757.00	779.00						
		1.25%	7/1/2013	744.25	766.50	789.00						
		1.50%	1/1/2014	755.50	778.25	800.75						
		1.50%	7/1/2014	766.75	789.75	812.75						
		2.00%	1/1/2015	782.00	805.50	829.00						

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

SKILLED TRADES SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4303	BLACKSMITH (3% Step)	0.00%	7/1/2011	743.25	765.50	787.75						
		1.50%	10/1/2012	754.50	777.25	799.75						
		1.25%	1/6/2013	764.00	787.00	809.75						
		1.25%	7/1/2013	773.50	796.75	820.00						
		1.50%	1/1/2014	785.00	808.50	832.00						
		1.50%	7/1/2014	796.75	820.75	844.50						
		2.00%	1/1/2015	812.75	837.25	861.50						
4304	WELDER-BLACKSMITH (3% Step)	0.00%	7/1/2011	743.25	765.50	787.75	810.25					
		1.50%	10/1/2012	754.50	777.25	799.75	822.50					
		1.25%	1/6/2013	764.00	787.00	809.75	832.75					
		1.25%	7/1/2013	773.50	796.75	820.00	843.00					
		1.50%	1/1/2014	785.00	808.50	832.00	855.75					
		1.50%	7/1/2014	796.75	820.75	844.50	868.50					
		2.00%	1/1/2015	812.75	837.25	861.50	886.00					
4336	PAINTER II (3% Step)	0.00%	7/1/2011	751.50	774.00	796.50						
		1.50%	10/1/2012	762.75	785.75	808.50						
		1.25%	1/6/2013	772.25	795.50	818.50						
		1.25%	7/1/2013	782.00	805.50	829.00						
		Upgrade	3.00%	7/1/2013	805.50	829.75	853.75					
		1.50%	1/1/2014	817.50	842.00	866.50						
		1.50%	7/1/2014	829.75	854.75	879.50						
		Upgrade	1.00%	7/1/2014	838.00	863.25	888.25					
		2.00%	1/1/2015	854.75	880.50	906.00						
		Upgrade	1.00%	6/30/2015	863.25	889.25	915.00					

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

RECREATION AND RELATED SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
3637	EARLY LEARNING CENTER TEACHER	0.00%	7/1/2011	640.00			672.00		704.00		736.00	768.00
		1.50%	10/1/2012	649.50			682.00		714.50		747.00	779.50
		1.25%	1/6/2013	657.50			690.50		723.25		756.00	789.00
		1.25%	7/1/2013	665.75			699.00		732.25		765.50	799.00
		1.50%	1/1/2014	675.75			709.50		743.25		777.00	811.00
		1.50%	7/1/2014	686.00			720.25		754.50		789.00	823.25
		2.00%	1/1/2015	699.75			734.75		769.75		804.75	839.75
6102	RECREATION LEADER	0.00%	7/1/2011	773.00	811.75	850.25	889.00		927.50			
		1.50%	10/1/2012	784.50	823.75	863.00	902.25		941.50			
		1.25%	1/6/2013	794.25	834.00	873.75	913.50		953.00			
		1.25%	7/1/2013	804.25	844.50	884.75	925.00		965.00			
		1.50%	1/1/2014	816.25	857.00	898.00	938.75		979.50			
		1.50%	7/1/2014	828.50	870.00	911.25	952.75		994.25			
		2.00%	1/1/2015	845.00	887.25	929.50	971.75		1014.00			
3599	SENIOR AIDE ²											

² Hourly rate as authorized by Federal Program

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

RECREATION AND RELATED SERIES (PART-TIME)

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
6121	LIFE GUARD (Part-Time; Munis CC:621P)	0.00%	7/1/2011	10.9773		11.5262	12.0750					
			w/.25	11.2273		11.7762	12.3250					
		1.50%	10/1/2012	11.1420		11.6991	12.2562					
			w/.25	11.3920		11.9491	12.5062					
		1.25%	1/6/2013	11.2813		11.8454	12.4094					
			w/.25	11.5313		12.0954	12.6594					
		1.25%	7/1/2013	11.4223		11.9934	12.5645					
			w/.25	11.6723		12.2434	12.8145					
		1.50%	1/1/2014	11.5936		12.1733	12.7530					
			w/.25	11.8436		12.4233	13.0030					
1.50%	7/1/2014	11.7675		12.3559	12.9443							
	w/.25	12.0175		12.6059	13.1943							
2.00%	1/1/2015	12.0029		12.6030	13.2032							
	w/.25	12.2529		12.8530	13.4532							

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
6122	SENIOR LIFE GUARD (Part-Time; Munis CC: 622P)	0.00%	7/1/2011	11.9068		12.5021	13.0975	13.6928	14.2882			
			w/.25	12.1568		12.7521	13.3475	13.9428	14.5382			
		1.50%	10/1/2012	12.0854		12.6897	13.2939	13.8982	14.5025			
			w/.25	12.3354		12.9397	13.5439	14.1482	14.7525			
		1.25%	1/6/2013	12.2365		12.8483	13.4602	14.0720	14.6838			
			w/.25	12.4865		13.0983	13.7102	14.3220	14.9338			
		1.25%	7/1/2013	12.3895		13.0090	13.6285	14.2479	14.8674			
			w/.25	12.6395		13.2590	13.8785	14.4979	15.1174			
		1.50%	1/1/2014	12.5753		13.2041	13.8328	14.4616	15.0904			
			w/.25	12.8253		13.4541	14.0828	14.7116	15.3404			
1.50%	7/1/2014	12.7639		13.4021	14.0403	14.6785	15.3167					
	w/.25	13.0139		13.6521	14.2903	14.9285	15.5667					
2.00%	1/1/2015	13.0192		13.6702	14.3211	14.9721	15.6230					
	w/.25	13.2692		13.9202	14.5711	15.2221	15.8730					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
6123	HEAD LIFE GUARD (Part-Time; Munis CC: 623P)	0.00%	7/1/2011	16.3130			17.1287		17.9443		18.7600	19.5756
			w/.25	16.5630			17.3787		18.1943		19.0100	19.8256
		1.50%	10/1/2012	16.5577			17.3856		18.2135		19.0414	19.8692
			w/.25	16.8077			17.6356		18.4635		19.2914	20.1192
		1.25%	1/6/2013	16.7647			17.6029		18.4412		19.2794	20.1176
			w/.25	17.0147			17.8529		18.6912		19.5294	20.3676
		1.25%	7/1/2013	16.9743			17.8230		18.6717		19.5204	20.3692
			w/.25	17.2243			18.0730		18.9217		19.7704	20.6192
		1.50%	1/1/2014	17.2289			18.0903		18.9518		19.8132	20.6747
			w/.25	17.4789			18.3403		19.2018		20.0632	20.9247
1.50%	7/1/2014	17.4873			18.3617		19.2360		20.1104	20.9848		
	w/.25	17.7373			18.6117		19.4860		20.3604	21.2348		
2.00%	1/1/2015	17.8370			18.7289		19.6207		20.5126	21.4044		
	w/.25	18.0870			18.9789		19.8707		20.7626	21.6544		

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

RECREATION AND RELATED SERIES (PART-TIME)

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
6101	RECREATION ASSISTANT (Part-Time; Munis CC:611P)	0.00%	7/1/2011	11.6115		12.1921	12.7727	13.3532	13.9338			
			w/.25	11.8615		12.4421	13.0227	13.6032	14.1838			
		1.50%	10/1/2012	11.7857		12.3750	12.9643	13.5536	14.1428			
			w/.25	12.0357		12.6250	13.2143	13.8036	14.3928			
		1.25%	1/6/2013	11.9330		12.5297	13.1263	13.7230	14.3196			
			w/.25	12.1830		12.7797	13.3763	13.9730	14.5696			
		1.25%	7/1/2013	12.0822		12.6863	13.2904	13.8945	14.4986			
			w/.25	12.3322		12.9363	13.5404	14.1445	14.7486			
		1.50%	1/1/2014	12.2634		12.8766	13.4897	14.1029	14.7161			
			w/.25	12.5134		13.1266	13.7397	14.3529	14.9661			
		1.50%	7/1/2014	12.4474		13.0698	13.6921	14.3145	14.9369			
			w/.25	12.6974		13.3198	13.9421	14.5645	15.1869			
2.00%	1/1/2015	12.6963		13.3311	13.9659	14.6007	15.2356					
	w/.25	12.9463		13.5811	14.2159	14.8507	15.4856					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
6104	JUNIOR RECREATION LEADER (Part-Time; Munis CC: 614P)	0.00%	7/1/2011	13.8638		14.5570	15.2502	15.9434	16.6366			
			w/.25	14.1138		14.8070	15.5002	16.1934	16.8866			
		1.50%	10/1/2012	14.0718		14.7754	15.4790	16.1826	16.8862			
			w/.25	14.3218		15.0254	15.7290	16.4326	17.1362			
		1.25%	1/6/2013	14.2477		14.9601	15.6725	16.3849	17.0972			
			w/.25	14.4977		15.2101	15.9225	16.6349	17.3472			
		1.25%	7/1/2013	14.4258		15.1471	15.8684	16.5897	17.3110			
			w/.25	14.6758		15.3971	16.1184	16.8397	17.5610			
		1.50%	1/1/2014	14.6422		15.3743	16.1064	16.8385	17.5706			
			w/.25	14.8922		15.6243	16.3564	17.0885	17.8206			
		1.50%	7/1/2014	14.8618		15.6049	16.3480	17.0911	17.8342			
			w/.25	15.1118		15.8549	16.5980	17.3411	18.0842			
2.00%	1/1/2015	15.1590		15.9170	16.6749	17.4329	18.1908					
	w/.25	15.4090		16.1670	16.9249	17.6829	18.4408					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
6109	RECREATION SPECIALIST (Part-Time; Munis CC:619P)	0.00%	7/1/2011	17.4720			18.3456		19.2192		20.0928	20.9664
			w/.25	17.7220			18.5956		19.4692		20.3428	21.2164
		1.50%	10/1/2012	17.7341			18.6208		19.5075		20.3942	21.2809
			w/.25	17.9841			18.8708		19.7575		20.6442	21.5309
		1.25%	1/6/2013	17.9558			18.8536		19.7514		20.6492	21.5470
			w/.25	18.2058			19.1036		20.0014		20.8992	21.7970
		1.25%	7/1/2013	18.1802			19.0892		19.9982		20.9072	21.8162
			w/.25	18.4302			19.3392		20.2482		21.1572	22.0662
		1.50%	1/1/2014	18.4529			19.3755		20.2982		21.2208	22.1435
			w/.25	18.7029			19.6255		20.5482		21.4708	22.3935
		1.50%	7/1/2014	18.7297			19.6662		20.6027		21.5392	22.4756
			w/.25	18.9797			19.9162		20.8527		21.7892	22.7256
2.00%	1/1/2015	19.1043			20.0595		21.0147		21.9699	22.9252		
	w/.25	19.3543			20.3095		21.2647		22.2199	23.1752		

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

RECREATION AND RELATED SERIES (PART-TIME)

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
6001	PARK FACILITIES ATTENDANT I (Part-Time; Munis CC:601P)	0.00%	7/1/2011	9.4139	9.8846	10.3553						
			w/.25	9.6639	10.1346	10.6053						
		1.50%	10/1/2012	9.5551	10.0329	10.5106						
			w/.25	9.8051	10.2829	10.7606						
		1.25%	1/6/2013	9.6745	10.1582	10.6420						
			w/.25	9.9245	10.4082	10.8920						
		1.25%	7/1/2013	9.7954	10.2852	10.7749						
			w/.25	10.0454	10.5352	11.0249						
		1.50%	1/1/2014	9.9423	10.4394	10.9365						
			w/.25	10.1923	10.6894	11.1865						
1.50%	7/1/2014	10.0914	10.5960	11.1005								
	w/.25	10.3414	10.8460	11.3505								
2.00%	1/1/2015	10.2932	10.8079	11.3225								
	w/.25	10.5432	11.0579	11.5725								

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
6002	PARK FACILITIES ATTENDANT II (Part-Time; Munis CC:602P)	0.00%	7/1/2011	9.9825		10.4816	10.9808	11.4799	11.9790			
			w/.25	10.2325		10.7316	11.2308	11.7299	12.2290			
		1.50%	10/1/2012	10.1322		10.6388	11.1454	11.6520	12.1586			
			w/.25	10.3822		10.8888	11.3954	11.9020	12.4086			
		1.25%	1/6/2013	10.2589		10.7718	11.2848	11.7977	12.3107			
			w/.25	10.5089		11.0218	11.5348	12.0477	12.5607			
		1.25%	7/1/2013	10.3871		10.9065	11.4258	11.9452	12.4645			
			w/.25	10.6371		11.1565	11.6758	12.1952	12.7145			
		1.50%	1/1/2014	10.5429		11.0700	11.5972	12.1243	12.6515			
			w/.25	10.7929		11.3200	11.8472	12.3743	12.9015			
1.50%	7/1/2014	10.7010		11.2361	11.7711	12.3062	12.8412					
	w/.25	10.9510		11.4861	12.0211	12.5562	13.0912					
2.00%	1/1/2015	10.9150		11.4608	12.0065	12.5523	13.0980					
	w/.25	11.1650		11.7108	12.2565	12.8023	13.3480					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
6100	COMMUNITY RECREATION WORKER (Part-Time; Munis CC: 610P)	0.00%	7/1/2011	12.1364		12.7432	13.3500	13.9569	14.5637			
			w/.25	12.3864		12.9932	13.6000	14.2069	14.8137			
		1.50%	10/1/2012	12.3184		12.9343	13.5502	14.1662	14.7821			
			w/.25	12.5684		13.1843	13.8002	14.4162	15.0321			
		1.25%	1/6/2013	12.4724		13.0960	13.7196	14.3433	14.9669			
			w/.25	12.7224		13.3460	13.9696	14.5933	15.2169			
		1.25%	7/1/2013	12.6283		13.2597	13.8911	14.5225	15.1540			
			w/.25	12.8783		13.5097	14.1411	14.7725	15.4040			
		1.50%	1/1/2014	12.8177		13.4586	14.0995	14.7404	15.3812			
			w/.25	13.0677		13.7086	14.3495	14.9904	15.6312			
1.50%	7/1/2014	13.0100		13.6605	14.3110	14.9615	15.6120					
	w/.25	13.2600		13.9105	14.5610	15.2115	15.8620					
2.00%	1/1/2015	13.2702		13.9337	14.5972	15.2607	15.9242					
	w/.25	13.5202		14.1837	14.8472	15.5107	16.1742					

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

NURSING AND MEDICAL SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
3201	DENTAL ASSISTANT	0.00%	7/1/2011	476.75		500.50	524.50	548.25	572.00			
3011	NURSE'S AIDE	1.50%	10/1/2012	484.00		508.25	532.50	556.50	580.75			
		1.25%	1/6/2013	490.00		514.50	539.00	563.50	588.00			
		1.25%	7/1/2013	496.25		521.00	546.00	570.75	595.50			
		1.50%	1/1/2014	503.75		529.00	554.25	579.25	604.50			
		1.50%	7/1/2014	511.25		536.75	562.50	588.00	613.50			
		2.00%	1/1/2015	521.50		547.50	573.75	599.75	625.75			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
3301	LABORATORY ASSISTANT	0.00%	7/1/2011	520.25		546.25	572.25	598.25	624.25			
		1.50%	10/1/2012	528.00		554.50	580.75	607.25	633.50			
		1.25%	1/6/2013	534.50		561.25	588.00	614.75	641.50			
		1.25%	7/1/2013	541.25		568.25	595.50	622.50	649.50			
		1.50%	1/1/2014	549.25		576.75	604.25	631.75	659.00			
		1.50%	7/1/2014	557.50		585.50	613.25	641.25	669.00			
2.00%	1/1/2015	568.75		597.25	625.75	654.00	682.50					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
3021	LICENSED PRACTICAL NURSE	0.00%	7/1/2011	600.00		630.00	660.00	690.00	720.00			
		1.50%	10/1/2012	609.00		639.50	670.00	700.25	730.75			
		1.25%	1/6/2013	616.50		647.25	678.25	709.00	739.75			
		1.25%	7/1/2013	624.25		655.50	686.75	718.00	749.00			
		1.50%	1/1/2014	633.50		665.25	696.75	728.50	760.25			
		1.50%	7/1/2014	643.00		675.25	707.25	739.50	771.50			
2.00%	1/1/2015	655.75		688.50	721.25	754.00	787.00					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
3022	LICENSED PRACTICAL NURSE (FP & CH)	0.00%	7/1/2011	600.00		630.00	660.00	690.00	720.00			
3331	X-RAY TECHNICIAN	1.50%	10/1/2012	609.00		639.50	670.00	700.25	730.75			
		1.25%	1/6/2013	616.50		647.25	678.25	709.00	739.75			
		1.25%	7/1/2013	624.25		655.50	686.75	718.00	749.00			
		1.50%	1/1/2014	633.50		665.25	696.75	728.50	760.25			
		1.50%	7/1/2014	643.00		675.25	707.25	739.50	771.50			
		2.00%	1/1/2015	655.75		688.50	721.25	754.00	787.00			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
3332	SENIOR X-RAY TECHNICIAN	0.00%	7/1/2011	687.00		721.25	755.75	790.00	824.50			
		1.50%	10/1/2012	697.25		732.00	767.00	801.75	836.75			
		1.25%	1/6/2013	706.00		741.25	776.50	812.00	847.25			
		1.25%	7/1/2013	714.75		750.50	786.25	822.00	857.75			
		1.50%	1/1/2014	725.50		761.75	798.00	834.25	870.50			
		1.50%	7/1/2014	736.50		773.25	810.25	847.00	883.75			
2.00%	1/1/2015	751.25		788.75	826.50	864.00	901.50					

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

LABOR SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4222	STATIONARY ENGINEER	0.00%	7/1/2011	739.00		776.00	813.00					
		1.50%	10/1/2012	750.00		787.50	825.00					
		1.25%	1/6/2013	759.50		797.50	835.50					
		1.25%	7/1/2013	769.00		807.50	846.00					
		1.50%	1/1/2014	780.50		819.50	858.50					
		1.50%	7/1/2014	792.25		831.75	871.50					
		2.00%	1/1/2015	808.00		848.50	888.75					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4320	MACHINE SHOP MECHANIC I	0.00%	7/1/2011	684.25		718.50	752.75		787.00			
		1.50%	10/1/2012	694.50		729.25	764.00		798.75			
		1.25%	1/6/2013	703.25		738.50	773.50		808.75			
		1.25%	7/1/2013	712.00		747.50	783.25		818.75			
		1.50%	1/1/2014	722.75		759.00	795.00		831.25			
		1.50%	7/1/2014	733.50		770.25	806.75		843.50			
		2.00%	1/1/2015	748.25		785.75	823.00		860.50			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
6012	SENIOR GARDENER (3% Step)	0.00%	7/1/2011	726.00	747.75	769.50						
		1.50%	10/1/2012	737.00	759.00	781.25						
		1.25%	1/6/2013	746.25	768.75	791.00						
		1.25%	7/1/2013	755.50	778.25	800.75						
		Upgrade	3.00%	7/1/2013	778.25	801.50	825.00					
		1.50%	1/1/2014	790.00	813.75	837.50						
		1.50%	7/1/2014	801.75	825.75	849.75						
		Upgrade	1.00%	7/1/2014	809.75	834.00	858.25					
		2.00%	1/1/2015	826.00	850.75	875.50						
		Upgrade	1.00%	6/30/2015	834.25	859.25	884.25					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4021	SANITATION LABORER	0.00%	7/1/2011	587.25		616.50	646.00					
		1.50%	10/1/2012	596.00		625.75	655.50					
		1.25%	1/6/2013	603.50		633.75	663.75					
		1.25%	7/1/2013	611.00		641.50	672.00					
		1.50%	1/1/2014	620.25		651.25	682.25					
		1.50%	7/1/2014	629.50		661.00	692.50					
		2.00%	1/1/2015	642.00		674.00	706.25					

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

LABOR SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4008	STABLE ATTENDANT	0.00%	7/1/2011	611.50		642.00	672.75					
		1.50%	10/1/2012	620.75		651.75	682.75					
		1.25%	1/6/2013	628.50		660.00	691.25					
		1.25%	7/1/2013	636.25		668.00	700.00					
		1.50%	1/1/2014	645.75		678.00	710.25					
		1.50%	7/1/2014	655.50		688.25	721.00					
		2.00%	1/1/2015	668.50		702.00	735.25					
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CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
6011	GARDENER	0.00%	7/1/2011	611.50		642.00	672.75					
		1.50%	10/1/2012	620.75		651.75	682.75					
		1.25%	1/6/2013	628.50		660.00	691.25					
		1.25%	7/1/2013	636.25		668.00	700.00					
		Upgrade	3.00%	7/1/2013	655.25		688.00	720.75				
		1.50%	1/1/2014	665.00		698.25	731.50					
		1.50%	7/1/2014	675.00		708.75	742.50					
		Upgrade	1.00%	7/1/2014	681.75		715.75	750.00				
		2.00%	1/1/2015	695.50		730.25	765.00					
		Upgrade	1.00%	6/30/2015	702.50		737.75	772.75				
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CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4040	PARKING METER SERVICER (3% Step)	0.00%	7/1/2011	611.75		630.00	648.50					
		1.50%	10/1/2012	621.00		639.75	658.25					
		1.25%	1/6/2013	628.75		647.50	666.50					
		1.25%	7/1/2013	636.50		655.50	674.75					
		1.50%	1/1/2014	646.00		665.50	684.75					
		1.50%	7/1/2014	655.75		675.50	695.00					
		2.00%	1/1/2015	668.75		688.75	709.00					
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CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4211	MAINTENANCE MECHANIC	0.00%	7/1/2011	638.75		670.75	702.75					
		1.50%	10/1/2012	648.25		680.75	713.00					
		1.25%	1/6/2013	656.25		689.00	722.00					
		1.25%	7/1/2013	664.50		697.75	731.00					
		Upgrade	3.00%	7/1/2013	684.50		718.75	753.00				
		1.50%	1/1/2014	694.75		729.50	764.25					
		1.50%	7/1/2014	705.25		740.50	775.75					
		Upgrade	1.00%	7/1/2014	712.25		747.75	783.50				
		2.00%	1/1/2015	726.50		762.75	799.25					
		Upgrade	1.00%	6/30/2015	733.75		770.50	807.25				

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

LABOR SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4135	TIRE REPAIRER (3% Step)	0.00%	7/1/2011	639.00	658.25	677.25						
		1.50%	10/1/2012	648.50	668.00	687.50						
		1.25%	1/6/2013	656.50	676.25	696.00						
		1.25%	7/1/2013	664.75	684.75	704.75						
		1.50%	1/1/2014	674.75	695.00	715.25						
		1.50%	7/1/2014	684.75	705.25	725.75						
		2.00%	1/1/2015	698.50	719.50	740.50						

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4009	POLICE AIDE	0.00%	7/1/2011	572.50			601.25		629.75		658.50	687.00
		1.50%	10/1/2012	581.00			610.00		639.00		668.25	697.25
		1.25%	1/6/2013	588.25			617.75		647.00		676.50	706.00
		1.25%	7/1/2013	595.50			625.25		655.00		684.75	714.50
		1.50%	1/1/2014	604.50			634.75		665.00		695.25	725.50
		1.50%	7/1/2014	613.50			644.25		674.75		705.50	736.25
		2.00%	1/1/2015	625.75			657.00		688.25		719.50	751.00

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4001	LABORER	0.00%	7/1/2011	541.00		568.00	595.00					
		1.50%	10/1/2012	549.00		576.50	604.00					
		1.25%	1/6/2013	555.75		583.50	611.25					
		1.25%	7/1/2013	562.75		591.00	619.00					
		1.50%	1/1/2014	571.25		599.75	628.50					
		1.50%	7/1/2014	579.75		608.75	637.75					
		2.00%	1/1/2015	591.25		620.75	650.50					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4003	MOTOR POOL ATTENDANT	0.00%	7/1/2011	624.50		655.75	687.00					
		1.50%	10/1/2012	633.75		665.50	697.25					
		1.25%	1/6/2013	641.75		673.75	706.00					
		1.25%	7/1/2013	649.75		682.25	714.75					
		1.50%	1/1/2014	659.50		692.50	725.50					
		1.50%	7/1/2014	669.50		703.00	736.50					
		2.00%	1/1/2015	683.00		717.25	751.25					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
1060	DELIVERY DRIVER	0.00%	7/1/2011	584.25			613.50		642.75			
		1.50%	10/1/2012	593.00			622.75		652.25			
		1.25%	1/6/2013	600.50			630.50		660.50			
		1.25%	7/1/2013	608.00			638.50		668.75			
		1.50%	1/1/2014	617.00			647.75		678.75			
		1.50%	7/1/2014	626.25			657.50		689.00			
		2.00%	1/1/2015	638.75			670.75		702.75			

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

LABOR SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4131	AUTOMOTIVE SERVICER	0.00%	7/1/2011	584.25		613.50	642.75					
4223	INCINERATOR TENDER	1.50%	10/1/2012	593.00		622.75	652.25					
4002	SEMI-SKILLED LABORER	1.25%	1/6/2013	600.50		630.50	660.50					
4221	STATIONARY BOILER TENDER	1.25%	7/1/2013	608.00		638.50	668.75					
4201	WEIGHER	1.50%	1/1/2014	617.00		647.75	678.75					
		1.50%	7/1/2014	626.25		657.50	689.00					
		2.00%	1/1/2015	638.75		670.75	702.75					

CODE	CLASS	% INCR	DATE	BASE RATE	2 MTHS	4 MTHS	1/2 YEAR
4024	MAINTAINER I	0.00%	7/1/2011	515.00	540.75	566.50	592.25
		1.50%	10/1/2012	522.75	549.00	575.00	601.25
		1.25%	1/6/2013	529.25	555.75	582.25	608.75
		1.25%	7/1/2013	535.75	562.50	589.25	616.00
		1.50%	1/1/2014	543.75	571.00	598.25	625.25
		1.50%	7/1/2014	552.00	579.50	607.25	634.75
		2.00%	1/1/2015	563.00	591.25	619.25	647.50

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4025	MAINTAINER II	0.00%	7/1/2011	582.50		611.75	640.75		669.75			
		1.50%	10/1/2012	591.25		620.75	650.50		680.00			
		1.25%	1/6/2013	598.75		628.75	658.75		688.50			
		1.25%	7/1/2013	606.25		636.50	667.00		697.25			
		1.50%	1/1/2014	615.25		646.00	676.75		707.50			
		1.50%	7/1/2014	624.50		655.75	687.00		718.25			
		2.00%	1/1/2015	637.00		668.75	700.75		732.50			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4026	MAINTAINER III	0.00%	7/1/2011	685.50		719.75	754.00		788.25			
		1.50%	10/1/2012	695.75		730.50	765.25		800.00			
		1.25%	1/6/2013	704.50		739.75	775.00		810.25			
		1.25%	7/1/2013	713.25		749.00	784.50		820.25			
		1.50%	1/1/2014	724.00		760.25	796.50		832.50			
		1.50%	7/1/2014	734.75		771.50	808.25		845.00			
		2.00%	1/1/2015	749.50		787.00	824.50		862.00			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4027	MAINTAINER IV	0.00%	7/1/2011	734.50		771.25	808.00		844.50			
		1.50%	10/1/2012	745.50		782.75	820.00		857.25			
		1.25%	1/6/2013	754.75		792.50	830.25		868.00			
		1.25%	7/1/2013	764.25		802.50	840.75		879.00			
		1.50%	1/1/2014	775.75		814.50	853.25		892.00			
		1.50%	7/1/2014	787.50		827.00	866.25		905.50			
		2.00%	1/1/2015	803.25		843.50	883.50		923.75			

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

LABOR SERIES (PART-TIME)

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
402P	SEMI-SKILLED LABORER (Part-Time)	0.00%	7/1/2011	14.6063		15.3375	16.0688					
			w/.25	14.8563		15.5875	16.3188					
		1.50%	10/1/2012	14.8250		15.5688	16.3063					
			w/.25	15.0750		15.8188	16.5563					
		1.25%	1/6/2013	15.0125		15.7625	16.5125					
			w/.25	15.2625		16.0125	16.7625					
		1.25%	7/1/2013	15.2000		15.9625	16.7188					
			w/.25	15.4500		16.2125	16.9688					
		1.50%	1/1/2014	15.4250		16.1938	16.9688					
			w/.25	15.6750		16.4438	17.2188					
		1.50%	7/1/2014	15.6563		16.4375	17.2250					
			w/.25	15.9063		16.6875	17.4750					
		2.00%	1/1/2015	15.9688		16.7688	17.5688					
			w/.25	16.2188		17.0188	17.8188					
440P	PARKING METER SERVICER (Part-Time)	0.00%	7/1/2011	15.2938		15.7500	16.2125					
		1.50%	10/1/2012	15.5250		15.9938	16.4563					
		1.25%	1/6/2013	15.7188		16.1875	16.6625					
		1.25%	7/1/2013	15.9125		16.3875	16.8688					
		1.50%	1/1/2014	16.1500		16.6375	17.1188					
		1.50%	7/1/2014	16.3938		16.8875	17.3750					
		2.00%	1/1/2015	16.7188		17.2188	17.7250					

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

INSPECTIONAL SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4010	RODENT CONTROL INSPECTOR	0.00%	7/1/2011	704.25			739.50		774.75		810.00	845.00
		1.50%	10/1/2012	714.75			750.50		786.25		822.00	857.75
		1.25%	1/6/2013	723.75			760.00		796.25		832.25	868.50
		1.25%	7/1/2013	732.75			769.50		806.00		842.75	879.25
		1.50%	1/1/2014	743.75			781.00		818.25		855.25	892.50
		1.50%	7/1/2014	755.00			792.75		830.50		868.25	906.00
		2.00%	1/1/2015	770.00			808.50		847.00		885.50	924.00

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
5261	DEPUTY SEALER WEIGHTS & MEASURES	0.00%	7/1/2011	828.75		870.25	911.75					
		1.50%	10/1/2012	841.25		883.25	925.50					
		1.25%	1/6/2013	851.75		894.25	937.00					
		1.25%	7/1/2013	862.50		905.75	948.75					
		1.50%	1/1/2014	875.50		919.25	963.00					
		1.50%	7/1/2014	888.75		933.25	977.75					
		2.00%	1/1/2015	906.50		951.75	997.25					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
3515	HOUSING INSPECTOR	0.00%	7/1/2011	830.00		871.50	913.00	954.50	996.00			
		1.50%	10/1/2012	842.50		884.75	926.75	968.75	1011.00			
		1.25%	1/6/2013	853.00		895.75	938.25	981.00	1023.50			
		1.25%	7/1/2013	863.75		907.00	950.25	993.25	1036.50			
		1.50%	1/1/2014	876.75		920.50	964.50	1008.25	1052.00			
		1.50%	7/1/2014	890.00		934.50	979.00	1023.50	1068.00			
		2.00%	1/1/2015	907.75		953.25	998.50	1044.00	1089.25			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
5221	BUILDING INSPECTOR I	0.00%	7/1/2011	1044.25			1096.50		1148.75			
5231	ELECTRICAL INSPECTOR I	1.50%	10/1/2012	1060.00			1113.00		1166.00			
5241	HEATING & REFRIG INSPECTOR	1.25%	1/6/2013	1073.25			1127.00		1180.50			
5251	PLUMBING INSPECTOR I	1.25%	7/1/2013	1086.75			1141.00		1195.50			
		1.50%	1/1/2014	1103.00			1158.25		1213.25			
		1.50%	7/1/2014	1119.50			1175.50		1231.50			
		2.00%	1/1/2015	1142.00			1199.00		1256.25			

INSPECTIONAL SERIES (PART-TIME)

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
523P	ELECTRICAL INSPECTOR I (Part-Time)	0.00%	7/1/2011	26.1063			27.4125		28.7188			
		1.50%	10/1/2012	26.5000			27.8250		29.1500			
		1.25%	1/6/2013	26.8313			28.1750		29.5125			
		1.25%	7/1/2013	27.1688			28.5250		29.8875			
		1.50%	1/1/2014	27.5750			28.9563		30.3313			
		1.50%	7/1/2014	27.9875			29.3875		30.7875			
		2.00%	1/1/2015	28.5500			29.9750		31.4063			

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

FOOD SERVICES SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
1220	CONCESSION AIDE III	0.00%	7/1/2011	568.75	597.25	625.75	654.00					
1211	COOK I	1.50%	10/1/2012	577.25	606.00	635.00	663.75					
		1.25%	1/6/2013	584.50	613.75	643.00	672.25					
		1.25%	7/1/2013	591.75	621.25	651.00	680.50					
		1.50%	1/1/2014	600.75	630.75	660.75	690.75					
		1.50%	7/1/2014	609.75	640.25	670.75	701.25					
		2.00%	1/1/2015	622.00	653.00	684.25	715.25					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
1212	COOK II	0.00%	7/1/2011	628.00		659.50	690.75					
		1.50%	10/1/2012	637.50		669.50	701.25					
		1.25%	1/6/2013	645.50		677.75	710.00					
		1.25%	7/1/2013	653.50		686.25	718.75					
		1.50%	1/1/2014	663.25		696.50	729.50					
		1.50%	7/1/2014	673.25		707.00	740.50					
		2.00%	1/1/2015	686.75		721.00	755.50					

FOOD SERVICES SERIES (PART-TIME)

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
121P	COOK I (Part-Time)	0.00%	7/1/2011	14.2188	14.9313	15.6438	16.3500					
			w/.25	14.4688	15.1813	15.8938	16.6000					
		1.50%	10/1/2012	14.4313	15.1500	15.8750	16.5938					
			w/.25	14.6813	15.4000	16.1250	16.8438					
		1.25%	1/6/2013	14.6125	15.3438	16.0750	16.8063					
			w/.25	14.8625	15.5938	16.3250	17.0563					
		1.25%	7/1/2013	14.7938	15.5313	16.2750	17.0125					
			w/.25	15.0438	15.7813	16.5250	17.2625					
		1.50%	1/1/2014	15.0188	15.7688	16.5188	17.2688					
			w/.25	15.2688	16.0188	16.7688	17.5188					
		1.50%	7/1/2014	15.2438	16.0063	16.7688	17.5313					
			w/.25	15.4938	16.2563	17.0188	17.7813					
		2.00%	1/1/2015	15.5500	16.3250	17.1063	17.8813					
			w/.25	15.8000	16.5750	17.3563	18.1313					

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

EQUIPMENT OPERATION SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4105	HEAVY EQUIPMENT OPERATOR	0.00%	7/1/2011	700.00	735.00	770.00						
4104	MOTOR SWEEPER OPERATOR	1.50%	10/1/2012	710.50	746.00	781.50						
	DELETE 4105 PER MAINTAINER MOA - NOW MAINTAINER IV; NO INCUMBENTS	1.25%	1/6/2013	719.50	755.50	791.50						
		1.25%	7/1/2013	728.50	765.00	801.25						
		1.50%	1/1/2014	739.50	776.50	813.50						
		1.50%	7/1/2014	750.50	788.00	825.50						
		2.00%	1/1/2015	765.50	803.75	842.00						
4224	INCINERATOR MECHANIC	0.00%	7/1/2011	724.00	760.25	796.50						
		1.50%	10/1/2012	734.75	771.50	808.25						
		1.25%	1/6/2013	744.00	781.25	818.50						
		1.25%	7/1/2013	753.25	791.00	828.50						
		1.50%	1/1/2014	764.50	802.75	841.00						
		1.50%	7/1/2014	776.00	814.75	853.50						
		2.00%	1/1/2015	791.50	831.00	870.75						
6051	CEMETERY SEXTON (3% Step)	0.00%	7/1/2011	726.00	747.75	769.50						
		1.50%	10/1/2012	737.00	759.00	781.25						
		1.25%	1/6/2013	746.25	768.75	791.00						
		1.25%	7/1/2013	755.50	778.25	800.75						
		1.50%	1/1/2014	766.75	789.75	812.75						
		1.50%	7/1/2014	778.25	801.50	825.00						
		2.00%	1/1/2015	793.75	817.50	841.50						
6021	ASST PARK OPERATIONS SECTION LEADER (3% Step)	0.00%	7/1/2011	726.00	747.75	769.50						
4031	ASST SANITATION SECTION LEADER (3% Step)	1.50%	10/1/2012	737.00	759.00	781.25						
4082	ASST STREET MAINTENANCE ap LDR (3% Step)	1.25%	1/6/2013	746.25	768.75	791.00						
		1.25%	7/1/2013	755.50	778.25	800.75						
		1.50%	1/1/2014	766.75	789.75	812.75						
		1.50%	7/1/2014	778.25	801.50	825.00						
		2.00%	1/1/2015	793.75	817.50	841.50						
4017	TREE TRIMMER II (3% Step)	0.00%	7/1/2011	726.00	747.75	769.50						
		1.50%	10/1/2012	737.00	759.00	781.25						
		1.25%	1/6/2013	746.25	768.75	791.00						
		1.25%	7/1/2013	755.50	778.25	800.75						
		Upgrade 3.00%	7/1/2013	778.25	801.50	825.00						
		1.50%	1/1/2014	790.00	813.75	837.50						
		Upgrade 1.50%	7/1/2014	801.75	825.75	849.75						
		Upgrade 1.00%	7/1/2014	809.75	834.00	858.25						
		2.00%	1/1/2015	826.00	850.75	875.50						

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

<i>EQUIPMENT OPERATION SERIES</i>												
CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4122	POWER SHOVEL OPERATOR	0.00%	7/1/2011	755.25	793.00	830.75						
		1.50%	10/1/2012	766.50	804.75	843.25						
		1.25%	1/6/2013	776.00	814.75	853.50						
		1.25%	7/1/2013	785.75	825.00	864.25						
		1.50%	1/1/2014	797.50	837.50	877.25						
		1.50%	7/1/2014	809.50	850.00	890.50						
		2.00%	1/1/2015	825.75	867.00	908.25						
4101	LIGHT TRUCK & TRACTOR OPERATOR ³	DELETER PER MAINTAINER MOA - NOW MAINTAINER III; NO INCUMBENTS										
4102	HEAVY TRUCK DRIVER	DELETER PER MAINTAINER MOA - NOW MAINTAINER III; NO INCUMBENTS										
CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4123	CRANE OPERATOR	0.00%	7/1/2011	655.75	688.50	721.25						
4103	EQUIPMENT OPERATOR	1.50%	10/1/2012	665.50	698.75	732.00						
	DELETE 4103 PER MAINTAINER MOA - NOW MAINTAINER IV; NO INCUMBENTS	1.25%	1/6/2013	673.75	707.50	741.25						
		1.25%	7/1/2013	682.25	716.25	750.50						
		1.50%	1/1/2014	692.50	727.25	761.75						
		1.50%	7/1/2014	703.00	738.25	773.25						
		2.00%	1/1/2015	717.00	752.75	788.75						
CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4022	SANITATION CREW LEADER	0.00%	7/1/2011	670.00	703.50	737.00						
4016	TREE TRIMMER I	1.50%	10/1/2012	680.00	714.00	748.00						
	DELETE 4022 PER MAINTAINER MOA - NOW MAINTAINER III; NO INCUMBENTS	1.25%	1/6/2013	688.50	723.00	757.25						
		1.25%	7/1/2013	697.00	731.75	766.75						
	Upgrade	3.00%	7/1/2013	718.00	754.00	789.75						
		1.50%	1/1/2014	728.75	765.25	801.75						
		1.50%	7/1/2014	739.75	776.75	813.75						
	Upgrade	1.00%	7/1/2014	747.25	784.50	822.00						
		2.00%	1/1/2015	762.25	800.25	838.50						
	Upgrade	1.00%	6/30/2015	769.75	808.25	846.75						
CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4007	PUBLIC WORKS DISPATCHER	0.00%	7/1/2011	686.75	721.00	755.50						
		1.50%	10/1/2012	697.00	731.75	766.75						
		1.25%	1/6/2013	705.75	741.00	776.25						
		1.25%	7/1/2013	714.50	750.25	786.00						
		1.50%	1/1/2014	725.25	761.50	797.75						
		1.50%	7/1/2014	736.25	773.00	810.00						
		2.00%	1/1/2015	751.00	788.50	826.00						

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

ENGINEERING SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
2027	TELECOMMUNICATIONS TECHNICIAN	0.00%	7/1/2011	805.25		845.50	885.75	926.00	966.25			
		1.50%	10/1/2012	817.25		858.00	899.00	939.75	980.75			
		1.25%	1/6/2013	827.50		869.00	910.25	951.50	993.00			
		1.25%	7/1/2013	837.75		879.75	921.50	963.50	1005.25			
		1.50%	1/1/2014	850.25		892.75	935.25	977.75	1020.25			
		1.50%	7/1/2014	863.00		906.25	949.25	992.50	1035.50			
		2.00%	1/1/2015	880.25		924.25	968.25	1012.25	1056.25			
2003	SENIOR ENGINEERING TECHNICIAN	0.00%	7/1/2011	805.25		845.50	885.75	926.00	966.25			
2058	TRAFFIC ENGINEERING TECHNICIAN II	1.50%	10/1/2012	817.25		858.00	899.00	939.75	980.75			
		1.25%	1/6/2013	827.50		869.00	910.25	951.50	993.00			
		1.25%	7/1/2013	837.75		879.75	921.50	963.50	1005.25			
		1.50%	1/1/2014	850.25		892.75	935.25	977.75	1020.25			
		1.50%	7/1/2014	863.00		906.25	949.25	992.50	1035.50			
		2.00%	1/1/2015	880.25		924.25	968.25	1012.25	1056.25			
0345	PERSONAL PROPERTY APPRAISER	0.00%	7/1/2011	805.25		845.50	885.75	926.00	966.25			
0344	REAL PROPERTY APPRAISER	1.50%	10/1/2012	817.25		858.00	899.00	939.75	980.75			
		1.25%	1/6/2013	827.50		869.00	910.25	951.50	993.00			
		1.25%	7/1/2013	837.75		879.75	921.50	963.50	1005.25			
		1.50%	1/1/2014	850.25		892.75	935.25	977.75	1020.25			
		1.50%	7/1/2014	863.00		906.25	949.25	992.50	1035.50			
		2.00%	1/1/2015	880.25		924.25	968.25	1012.25	1056.25			
2000	ENGINEERING AIDE	0.00%	7/1/2011	586.50		615.75	645.25					
0340	JUNIOR ASSESSMENT AIDE	1.50%	10/1/2012	595.25		625.00	654.75					
		1.25%	1/6/2013	602.75		633.00	663.00					
		1.25%	7/1/2013	610.25		640.75	671.25					
		1.50%	1/1/2014	619.50		650.50	681.50					
		1.50%	7/1/2014	628.75		660.25	691.75					
		2.00%	1/1/2015	641.25		673.25	705.50					
2001	JUNIOR ENGINEERING TECHNICIAN	0.00%	7/1/2011	610.50		641.00	671.50	702.00	732.50			
2014	PLANNING AIDE	1.50%	10/1/2012	619.75		650.75	681.75	712.75	743.75			
		1.25%	1/6/2013	627.50		659.00	690.25	721.75	753.00			
		1.25%	7/1/2013	635.25		667.00	698.75	730.50	762.25			
		1.50%	1/1/2014	644.75		677.00	709.25	741.50	773.75			
		1.50%	7/1/2014	654.50		687.25	720.00	752.75	785.50			
		2.00%	1/1/2015	667.50		701.00	734.25	767.50	801.00			

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

ENGINEERING SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
2056	TRAFFIC ENGINEERING AIDE	0.00%	7/1/2011	640.00		672.00	704.00	736.00	768.00			
		1.50%	10/1/2012	649.50		682.00	714.50	747.00	779.50			
		1.25%	1/6/2013	657.50		690.50	723.25	756.00	789.00			
		1.25%	7/1/2013	665.75		699.00	732.25	765.50	799.00			
		1.50%	1/1/2014	675.75		709.50	743.25	777.00	811.00			
		1.50%	7/1/2014	686.00		720.25	754.50	789.00	823.25			
		2.00%	1/1/2015	699.75		734.75	769.75	804.75	839.75			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0341	ASSESSMENT AIDE	0.00%	7/1/2011	699.75		734.75	769.75	804.75	839.75			
2002	ENGINEERING TECHNICIAN	1.50%	10/1/2012	710.25		745.75	781.25	816.75	852.25			
0604	HEALTH EDUCATION ARTIST	1.25%	1/6/2013	719.25		755.25	791.25	827.25	863.00			
2015	PLANNING TECHNICIAN	1.25%	7/1/2013	728.25		764.75	801.00	837.50	874.00			
		1.50%	1/1/2014	739.25		776.25	813.25	850.25	887.00			
		1.50%	7/1/2014	750.25		787.75	825.25	862.75	900.25			
		2.00%	1/1/2015	765.25		803.50	841.75	880.00	918.25			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
2057	TRAFFIC ENGINEERING TECHNICIAN	0.00%	7/1/2011	736.75		773.50	810.50	847.25	884.00			
		1.50%	10/1/2012	747.75		785.25	822.50	860.00	897.25			
		1.25%	1/6/2013	757.00		794.75	832.75	870.50	908.50			
		1.25%	7/1/2013	766.50		804.75	843.25	881.50	919.75			
		1.50%	1/1/2014	778.00		817.00	855.75	894.75	933.50			
		1.50%	7/1/2014	789.75		829.25	868.75	908.25	947.75			
		2.00%	1/1/2015	805.50		845.75	886.00	926.25	966.50			

ENGINEERING SERIES (PART-TIME)

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
202P	ENGINEERING TECHNICIAN (Part-Time)	0.00%	7/1/2011	17.4938		18.3688	19.2438	20.1188	20.9938			
		1.50%	10/1/2012	17.7563		18.6438	19.5313	20.4188	21.3063			
		1.25%	1/6/2013	17.9813		18.8813	19.7813	20.6813	21.5750			
		1.25%	7/1/2013	18.2063		19.1188	20.0250	20.9375	21.8500			
		1.50%	1/1/2014	18.4813		19.4063	20.3313	21.2563	22.1750			
		1.50%	7/1/2014	18.7563		19.6938	20.6313	21.5688	22.5063			
		2.00%	1/1/2015	19.1313		20.0875	21.0438	22.0000	22.9563			

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

CUSTODIAL SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
1002	BUILDING ATTENDANT											
				DELETER PER MAINTAINER MOA - NOW MAINTAINER II; NO INCUMBENTS								
				DELETE PER MAINTAINER MOA - IF THERE HAD BEEN AN								
1011	BUILDING CUSTODIAN											
				DELETER PER MAINTAINER MOA - NOW MAINTAINER II; NO INCUMBENTS								
1012	LEAD CUSTODIAN											
				DELETER PER MAINTAINER MOA - NOW MAINTAINER II; NO INCUMBENTS								

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

CLERICAL SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0119	COMPUTER OPERATOR	0.00%	7/1/2011	683.00		717.25	751.25	785.50	819.50			
		1.50%	10/1/2012	693.25		728.00	762.50	797.25	832.00			
		1.25%	1/6/2013	702.00		737.00	772.25	807.25	842.50			
		1.25%	7/1/2013	710.75		746.25	781.75	817.25	853.00			
		1.50%	1/1/2014	721.50		757.50	793.75	829.75	865.75			
		1.50%	7/1/2014	732.25		768.75	805.50	842.00	878.75			
		2.00%	1/1/2015	747.00		784.25	821.75	859.00	896.50			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0130	EMPLOYEE & TRAINING TECHNICIAN	0.00%	7/1/2011	699.75		734.75	769.75	804.75	839.75			
		1.50%	10/1/2012	710.25		745.75	781.25	816.75	852.25			
		1.25%	1/6/2013	719.25		755.25	791.25	827.25	863.00			
		1.25%	7/1/2013	728.25		764.75	801.00	837.50	874.00			
		1.50%	1/1/2014	739.25		776.25	813.25	850.25	887.00			
		1.50%	7/1/2014	750.25		787.75	825.25	862.75	900.25			
		2.00%	1/1/2015	765.25		803.50	841.75	880.00	918.25			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
3603	WORKSITE MONITOR	0.00%	7/1/2011	702.00		737.00	772.25	807.25	842.50			
		1.50%	10/1/2012	712.50		748.25	783.75	819.25	855.00			
		1.25%	1/6/2013	721.50		757.50	793.75	829.75	865.75			
		1.25%	7/1/2013	730.50		767.00	803.50	840.00	876.50			
		1.50%	1/1/2014	741.50		778.50	815.75	852.75	889.75			
		1.50%	7/1/2014	752.50		790.25	827.75	865.25	903.00			
		2.00%	1/1/2015	767.50		806.00	844.25	882.50	921.00			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
4015	LEAD COMPUTER OPERATOR	0.00%	7/1/2011	718.50		754.50	790.25	826.25	862.25			
		1.50%	10/1/2012	729.25		765.75	802.25	838.75	875.00			
		1.25%	1/6/2013	738.25		775.25	812.00	849.00	886.00			
		1.25%	7/1/2013	747.50		785.00	822.25	859.50	897.00			
		1.50%	1/1/2014	758.75		796.75	834.75	872.50	910.50			
		1.50%	7/1/2014	770.25		808.75	847.25	885.75	924.25			
		2.00%	1/1/2015	785.75		825.00	864.25	903.50	943.00			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0310	COLLECTIONS INVESTIGATOR	0.00%	7/1/2011	837.75			879.75		921.50		963.50	1005.25
		1.50%	10/1/2012	850.25			892.75		935.25		977.75	1020.25
		1.25%	1/6/2013	861.00			904.00		947.00		990.25	1033.25
		1.25%	7/1/2013	871.75			915.25		959.00		1002.50	1046.00
		1.50%	1/1/2014	884.75			929.00		973.25		1017.50	1061.75
		1.50%	7/1/2014	898.00			943.00		987.75		1032.75	1077.50
		2.00%	1/1/2015	916.00			961.75		1007.50		1053.50	1099.25

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

CLERICAL SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
020B	SUPPLY CLERK ⁴ (old CC: 0200B)	0.00%	7/1/2011	613.50		644.25	674.75	705.50	736.25			
		1.50%	10/1/2012	622.75		654.00	685.00	716.25	747.25			
		1.25%	1/6/2013	630.50		662.00	693.50	725.00	756.50			
		1.25%	7/1/2013	638.50		670.50	702.25	734.25	766.25			
		1.50%	1/1/2014	648.00		680.50	712.75	745.25	777.50			
		1.50%	7/1/2014	657.75		690.75	723.50	756.50	789.25			
		2.00%	1/1/2015	671.00		704.50	738.00	771.75	805.25			
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CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
3627	COMMUNITY RELATIONS ASSISTANT	0.00%	7/1/2011	640.00			672.00		704.00		736.00	768.00
0004	PAYROLL CLERK	1.50%	10/1/2012	649.50			682.00		714.50		747.00	779.50
3602	SENIOR INTERVIEWER	1.25%	1/6/2013	657.50			690.50		723.25		756.00	789.00
0043	SENIOR NUTRITION AIDE	1.25%	7/1/2013	665.75			699.00		732.25		765.50	799.00
		1.50%	1/1/2014	675.75			709.50		743.25		777.00	811.00
		1.50%	7/1/2014	686.00			720.25		754.50		789.00	823.25
		2.00%	1/1/2015	699.75			734.75		769.75		804.75	839.75
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CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0014	ASSISTANT PROPERTY MANAGER	0.00%	7/1/2011	640.00			672.00	704.00	736.00	768.00		
0010	MAIL ROOM SUPERVISOR	1.50%	10/1/2012	649.50			682.00	714.50	747.00	779.50		
0205	SENIOR SUPPLY CLERK	1.25%	1/6/2013	657.50			690.50	723.25	756.00	789.00		
		1.25%	7/1/2013	665.75			699.00	732.25	765.50	799.00		
		1.50%	1/1/2014	675.75			709.50	743.25	777.00	811.00		
		1.50%	7/1/2014	686.00			720.25	754.50	789.00	823.25		
		2.00%	1/1/2015	699.75			734.75	769.75	804.75	839.75		
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CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0144	EMERGENCY TELECOMMUNICATIONS DISPATCHER (old title: RADIO TELEPHONE OPERATOR ⁵)	0.00%	7/1/2011	736.25		773.00	810.00	846.75	883.50	920.25		
		1.50%	10/1/2012	747.25		784.50	822.00	859.25	896.75	934.00		
		1.25%	1/6/2013	756.50		794.25	832.25	870.00	907.75	945.75		
		1.25%	7/1/2013	766.00		804.25	842.50	881.00	919.25	957.50		
		1.50%	1/1/2014	777.50		816.50	855.25	894.00	933.00	972.00		
		1.50%	7/1/2014	789.25		828.75	868.25	907.75	947.00	986.50		
		2.00%	1/1/2015	805.00		845.25	885.50	925.75	966.00	1006.25		

⁵ Radio Telephone Operators in the Police Dept receive an additional step after 2 1/2 years in class when qualified and assigned dispatching duties as follows:
7/1999 = \$651.50; 7/2000 = \$664.50; 7/2001 = \$677.50; 7/2002 = \$691.00; 7/2003 = \$704.75 **DO NOT BELIEVE THIS IS RELEVANT ANY MORE - Need to check**

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

CLERICAL SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0072	ADMINISTRATIVE CLERK ⁶ (old CC: 0005)	0.00%	7/1/2011	672.75		706.50	740.00	773.75	807.25			
0006	COUNCIL CLERK STENOGRAPHER	1.50%	10/1/2012	682.75		717.00	751.00	785.25	819.25			
0355	TAX COLLECTION AIDE	1.25%	1/6/2013	691.25		725.75	760.50	795.00	829.50			
		1.25%	7/1/2013	700.00		735.00	770.00	805.00	840.00			
		1.50%	1/1/2014	710.50		746.00	781.50	817.00	852.50			
		1.50%	7/1/2014	721.25		757.25	793.50	829.50	865.50			
		2.00%	1/1/2015	735.75		772.50	809.25	846.00	883.00			

⁶ Connecticut State Board of Labor Relations Decision #946 on August 6, 1970 - Department of Public Works Administrative Division

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0331	CASHIER	0.00%	7/1/2011	556.50		584.25	612.25	640.00	667.75			
0155	DATA INPUT CLERK	1.50%	10/1/2012	564.75		593.00	621.25	649.50	677.75			
0030	MEDICAL CODING CLERK	1.25%	1/6/2013	571.75		600.25	629.00	657.50	686.00			
		1.25%	7/1/2013	579.00		608.00	637.00	665.75	694.75			
		1.50%	1/1/2014	587.75		617.25	646.50	676.00	705.25			
		1.50%	7/1/2014	596.50		626.25	656.25	686.00	715.75			
		2.00%	1/1/2015	608.50		639.00	669.25	699.75	730.25			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0142	POLICE COMMUNICATIONS OPERATOR	0.00%	7/1/2011	633.00		664.75	696.25	728.00	759.50			
		1.50%	10/1/2012	642.50		674.75	706.75	738.75	771.00			
		1.25%	1/6/2013	650.50		683.00	715.50	748.00	780.50			
		1.25%	7/1/2013	658.75		691.75	724.75	757.50	790.50			
		1.50%	1/1/2014	668.75		702.25	735.75	769.00	802.50			
		1.50%	7/1/2014	678.75		712.75	746.75	780.50	814.50			
		2.00%	1/1/2015	692.25		726.75	761.50	796.00	830.75			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0156	DATA ENTRY OPERATOR I	0.00%	7/1/2011	584.25		613.50	642.75	672.00	701.00			
0063	LAND RECORD CLERK	1.50%	10/1/2012	593.00		622.75	652.25	682.00	711.50			
0032	MAGNETIC TAPE LIBRARIAN	1.25%	1/6/2013	600.50		630.50	660.50	690.50	720.50			
0025	MEDICAL STENOGRAPHER	1.25%	7/1/2013	608.00		638.50	668.75	699.25	729.50			
0143	SENIOR ATTENDANT CONSOLE OPERATOR	1.50%	1/1/2014	617.00		647.75	678.75	709.50	740.50			
0076	SENIOR CLERK TYPIST (old CC: 0013)	1.50%	7/1/2014	626.25		657.50	689.00	720.25	751.50			
020A	SUPPLY CLERK (old CC: 0200A)	2.00%	1/1/2015	638.75		670.75	702.75	734.50	766.50			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0026	ASST REGISTRAR VITAL STATISTICS	0.00%	7/1/2011	610.50		641.00	671.50	702.00	732.50			
0157	DATA ENTRY OPERATOR II	1.50%	10/1/2012	619.75		650.75	681.75	712.75	743.75			
0035	OFFSET PRESS OPERATOR	1.25%	1/6/2013	627.50		659.00	690.25	721.75	753.00			
0302	SENIOR ACCOUNT CLERK	1.25%	7/1/2013	635.25		667.00	698.75	730.50	762.25			
0023	SENIOR CLERK STENOGRAPHER	1.50%	1/1/2014	644.75		677.00	709.25	741.50	773.75			
0055	STATISTICAL TYPIST	1.50%	7/1/2014	654.50		687.25	720.00	752.75	785.50			
		2.00%	1/1/2015	667.50		701.00	734.25	767.50	801.00			

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

CLERICAL SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0060	INDEX CLERK	0.00%	7/1/2011	610.50		641.00	671.50	702.00	732.50		763.25	
		1.50%	10/1/2012	619.75		650.75	681.75	712.75	743.75		774.75	
		1.25%	1/6/2013	627.50		659.00	690.25	721.75	753.00		784.50	
		1.25%	7/1/2013	635.25		667.00	698.75	730.50	762.25		794.00	
		1.50%	1/1/2014	644.75		677.00	709.25	741.50	773.75		806.00	
		1.50%	7/1/2014	654.50		687.25	720.00	752.75	785.50		818.25	
		2.00%	1/1/2015	667.50		701.00	734.25	767.50	801.00		834.50	

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0076	CLERK TYPIST (old CC: 0012)	0.00%	7/1/2011	490.75		515.25	539.75	564.25	589.00			
3636	EARLY LEARNING CENTER TEACHER ASSISTANT	1.50%	10/1/2012	498.00		523.00	547.75	572.75	597.50			
0003	GENERAL CLERK	1.25%	1/6/2013	504.25		529.50	554.75	580.00	605.00			
		1.25%	7/1/2013	510.50		536.00	561.50	587.00	612.50			
		1.50%	1/1/2014	518.25		544.25	570.00	596.00	622.00			
		1.50%	7/1/2014	526.00		552.25	578.50	605.00	631.25			
		2.00%	1/1/2015	536.50		563.25	590.25	617.00	643.75			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0141	ATTENDANT CONSOLE OPERATOR	0.00%	7/1/2011	508.25		533.75	559.00	584.50	610.00			
0133	PHOTOSTAT OPERATOR	1.50%	10/1/2012	515.75		541.50	567.25	593.00	619.00			
		1.25%	1/6/2013	522.25		548.25	574.50	600.50	626.75			
		1.25%	7/1/2013	528.75		555.25	581.75	608.00	634.50			
		1.50%	1/1/2014	536.75		563.50	590.50	617.25	644.00			
		1.50%	7/1/2014	544.75		572.00	599.25	626.50	653.75			
		2.00%	1/1/2015	555.75		583.50	611.25	639.00	667.00			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0301	ACCOUNT CLERK	0.00%	7/1/2011	534.75		561.50	588.25	615.00	641.75			
0022	CLERK STENOGRAPHER	1.50%	10/1/2012	542.75		570.00	597.00	624.25	651.25			
0019	DICTATING MACHINE TRANSCRIBER	1.25%	1/6/2013	549.50		577.00	604.50	632.00	659.50			
3601	INTERVIEWER	1.25%	7/1/2013	556.25		584.00	612.00	639.75	667.50			
0042	NUTRITION AIDE	1.50%	1/1/2014	564.50		592.75	621.00	649.25	677.50			
0065	TAX CLERK	1.50%	7/1/2014	573.00		601.75	630.25	659.00	687.50			
		2.00%	1/1/2015	584.50		613.75	643.00	672.25	701.50			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0151	STATISTICAL SORTING MACHINE OPERATOR	0.00%	7/1/2011	545.25		572.50	599.75	627.00	654.25			
		1.50%	10/1/2012	553.50		581.25	608.75	636.50	664.25			
		1.25%	1/6/2013	560.50		588.50	616.50	644.50	672.50			
		1.25%	7/1/2013	567.50		596.00	624.25	652.75	681.00			
		1.50%	1/1/2014	576.00		604.75	633.50	662.50	691.25			
		1.50%	7/1/2014	584.75		614.00	643.25	672.50	701.75			
		2.00%	1/1/2015	596.50		626.25	656.25	686.00	715.75			

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

CLERICAL SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0111	KEYPUNCH OPERATOR	0.00%	7/1/2011	550.00		577.50	605.00					
		1.50%	7/4/2010	558.25		586.25	614.00					
		1.25%	1/6/2013	565.25		593.50	621.75					
		1.25%	7/1/2013	572.25		600.75	629.50					
		1.50%	1/1/2014	580.75		609.75	638.75					
		1.50%	7/1/2014	589.50		619.00	648.50					
		2.00%	1/1/2015	601.25		631.25	661.50					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0001	CLERICAL TRAINEE	0.00%	7/1/2011	427.00	448.25							
0002	JUNIOR CLERK	1.50%	10/1/2012	433.50	455.25							
		1.25%	1/6/2013	439.00	461.00							
		1.25%	7/1/2013	444.50	466.75							
		1.50%	1/1/2014	451.25	473.75							
		1.50%	7/1/2014	458.00	481.00							
		2.00%	1/1/2015	467.25	490.50							

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
3600	SOCIAL SERVICE AIDE	0.00%	7/1/2011	446.00		468.25	490.50	513.00	535.25			
		1.50%	10/1/2012	452.75		475.50	498.00	520.75	543.25			
		1.25%	1/6/2013	458.50		481.50	504.25	527.25	550.25			
		1.25%	7/1/2013	464.25		487.50	510.75	534.00	557.00			
		1.50%	1/1/2014	471.25		494.75	518.50	542.00	565.50			
		1.50%	7/1/2014	478.25		502.25	526.00	550.00	574.00			
		2.00%	1/1/2015	487.75		512.25	536.50	561.00	585.25			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0074	JUNIOR CLERK TYPIST (old CC: 0011)	0.00%	7/1/2011	451.25		473.75	496.50					
		1.50%	10/1/2012	458.00		481.00	503.75					
		1.25%	1/6/2013	463.75		487.00	510.25					
		1.25%	7/1/2013	469.50		493.00	516.50					
		1.50%	1/1/2014	476.50		500.25	524.25					
		1.50%	7/1/2014	483.75		508.00	532.25					
		2.00%	1/1/2015	493.50		518.25	542.75					

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0132	ASST PHOTOSTAT OPERATOR	0.00%	7/1/2011	466.00		489.25	512.50	536.00	559.25			
		1.50%	10/1/2012	473.00		496.75	520.25	544.00	567.50			
		1.25%	1/6/2013	479.00		503.00	527.00	550.75	574.75			
		1.25%	7/1/2013	485.00		509.25	533.50	557.75	582.00			
		1.50%	1/1/2014	492.25		516.75	541.50	566.00	590.75			
		1.50%	7/1/2014	499.75		524.75	549.75	574.75	599.75			
		2.00%	1/1/2015	509.75		535.25	560.75	586.25	611.75			

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

CLERICAL SERIES

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
0021	JUNIOR CLERK STENOGRAPHER	0.00%	7/1/2011	472.00		495.50	519.25					
		1.50%	10/1/2012	479.00		503.00	527.00					
		1.25%	1/6/2013	485.00		509.25	533.50					
		1.25%	7/1/2013	491.00		515.50	540.00					
		1.50%	1/1/2014	498.25		523.25	548.00					
		1.50%	7/1/2014	505.75		531.00	556.25					
		2.00%	1/1/2015	515.75		541.50	567.25					
0146	EMERGENCY TELECOMMUNICATIONS DISPATCHER TRAINEE	0.00%	7/1/2011	633.00		664.75						
		1.50%	10/1/2012	642.50		674.75						
		1.25%	1/6/2013	650.50		683.00						
		1.25%	7/1/2013	658.75		691.75						
		1.50%	1/1/2014	668.75		702.25						
		1.50%	7/1/2014	678.75		712.75						
		2.00%	1/1/2015	692.25		726.75						
9992	CONSTITUENT SERVICES REPRESENTATIVE	0.00%	7/1/2011	471.75		495.25	519.00	542.50	566.00			
		1.50%	10/1/2012	478.75		502.75	526.75	550.50	574.50			
		1.25%	1/6/2013	484.75		509.00	533.25	557.50	581.75			
		1.25%	7/1/2013	490.75		515.25	539.75	564.25	589.00			
		1.50%	1/1/2014	498.00		523.00	547.75	572.75	597.50			
		1.50%	7/1/2014	505.50		530.75	556.00	581.25	606.50			
		2.00%	1/1/2015	515.50		541.25	567.00	592.75	618.50			

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

CLERICAL SERIES (PART-TIME)

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
002P	JUNIOR CLERK (Part-Time)	0.00%	7/1/2011	10.6750	11.2063							
		1.50%	10/1/2012	10.8375	11.3813							
		1.25%	1/6/2013	10.9750	11.5250							
		1.25%	7/1/2013	11.1125	11.6688							
		1.50%	1/1/2014	11.2813	11.8438							
		1.50%	7/1/2014	11.4500	12.0250							
		2.00%	1/1/2015	11.6813	12.2625							

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
012P	CLERK TYPIST (Part-Time)	0.00%	7/1/2011	12.2688		12.8813	13.4938	14.1063	14.7250			
003P	GENERAL CLERK (Part-Time)	1.50%	10/1/2012	12.4500		13.0750	13.6938	14.3188	14.9375			
		1.25%	1/6/2013	12.6063		13.2375	13.8688	14.5000	15.1250			
		1.25%	7/1/2013	12.7625		13.4000	14.0375	14.6750	15.3125			
		1.50%	1/1/2014	12.9563		13.6063	14.2500	14.9000	15.5500			
		1.50%	7/1/2014	13.1500		13.8063	14.4625	15.1250	15.7813			
		2.00%	1/1/2015	13.4125		14.0813	14.7563	15.4250	16.0938			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
078P	SENIOR CLERK TYPIST (Part-Time)	0.00%	7/1/2011	14.6063		15.3375	16.0688	16.8000	17.5250			
		1.50%	10/1/2012	14.8250		15.5688	16.3063	17.0500	17.7875			
		1.25%	1/6/2013	15.0125		15.7625	16.5125	17.2625	18.0125			
		1.25%	7/1/2013	15.2000		15.9625	16.7188	17.4813	18.2375			
		1.50%	1/1/2014	15.4250		16.1938	16.9688	17.7375	18.5125			
		1.50%	7/1/2014	15.6563		16.4375	17.2250	18.0063	18.7875			
		2.00%	1/1/2015	15.9688		16.7688	17.5688	18.3625	19.1625			

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
119P	COMPUTER OPERATOR (Part-Time)	3.00%	7/1/2011	17.0750		17.9313	18.7813	19.6375	20.4875			
		1.50%	10/1/2012	17.3313		18.2000	19.0625	19.9313	20.8000			
		1.25%	1/6/2013	17.5500		18.4250	19.3063	20.1813	21.0625			
		1.25%	7/1/2013	17.7688		18.6563	19.5438	20.4313	21.3250			
		1.50%	1/1/2014	18.0375		18.9375	19.8438	20.7438	21.6438			
		1.50%	7/1/2014	18.3063		19.2188	20.1375	21.0500	21.9688			
		2.00%	1/1/2015	18.6750		19.6063	20.5438	21.4750	22.4125			

APPENDIX F – CLASSIFICATION PLAN & WAGE RATES

CLERICAL SERIES (PART-TIME)

CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
155P	DATA INPUT CLERK (Part-Time)	0.00%	7/1/2011	13.9125		14.6063	15.3063	16.0000	16.6938			
		1.50%	10/1/2012	14.1188		14.8250	15.5313	16.2375	16.9438			
		1.25%	1/6/2013	14.2938		15.0063	15.7250	16.4375	17.1500			
		1.25%	7/1/2013	14.4750		15.2000	15.9250	16.6438	17.3688			
		1.50%	1/1/2014	14.6938		15.4313	16.1625	16.9000	17.6313			
		1.50%	7/1/2014	14.9125		15.6563	16.4063	17.1500	17.8938			
		2.00%	1/1/2015	15.2125		15.9750	16.7313	17.4938	18.2563			
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CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
301P	ACCOUNT CLERK (Part-Time)	0.00%	7/1/2011	13.3688		14.0375	14.7063	15.3750	16.0438			
		1.50%	10/1/2012	13.5688		14.2500	14.9250	15.6063	16.2813			
361P	INTERVIEWER (Part-Time)	1.25%	1/6/2013	13.7375		14.4250	15.1125	15.8000	16.4875			
		1.25%	7/1/2013	13.9063		14.6000	15.3000	15.9938	16.6875			
		1.50%	1/1/2014	14.1125		14.8188	15.5250	16.2313	16.9375			
		1.50%	7/1/2014	14.3250		15.0438	15.7563	16.4750	17.1875			
		2.00%	1/1/2015	14.6125		15.3438	16.0750	16.8063	17.5375			
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CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
360P	SOCIAL SERVICE AIDE (Part-Time)	0.00%	7/1/2011	11.1500		11.7063	12.2625	12.8250	13.3813			
		1.50%	10/1/2012	11.3188		11.8875	12.4500	13.0188	13.5813			
		1.25%	1/6/2013	11.4625		12.0375	12.6063	13.1813	13.7563			
		1.25%	7/1/2013	11.6063		12.1875	12.7688	13.3500	13.9250			
		1.50%	1/1/2014	11.7813		12.3688	12.9625	13.5500	14.1375			
		1.50%	7/1/2014	11.9563		12.5563	13.1500	13.7500	14.3500			
		2.00%	1/1/2015	12.1938		12.8063	13.4125	14.0250	14.6313			
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CODE	CLASS	% INCR	DATE	BASE RATE	1ST QTR	1/2 YEAR	1ST YEAR	1 1/2 YEAR	2ND YEAR	2 1/2 YEAR	3RD YEAR	4TH YEAR
367P	COMMUNITY RELATIONS ASSISTANT (Part-Time)	0.00%	7/1/2011	16.0000			16.8000		17.6000		18.4000	19.2000
		1.50%	10/1/2012	16.2375			17.0500		17.8625		18.6750	19.4875
		1.25%	1/6/2013	16.4375			17.2625		18.0813		18.9000	19.7250
		1.25%	7/1/2013	16.6438			17.4750		18.3063		19.1375	19.9750
		1.50%	1/1/2014	16.8938			17.7375		18.5813		19.4250	20.2750
		1.50%	7/1/2014	17.1500			18.0063		18.8625		19.7250	20.5813
		2.00%	1/1/2015	17.4938			18.3688		19.2438		20.1188	20.9938