

COLLECTIVE BARGAINING AGREEMENT
BETWEEN



TEAMSTERS UNION
LOCAL #252

AND



City of Centralia
(Street & Stormwater, Parks, and Fleet Maintenance
Departments)

March 1, 2025 – December 31, 2027

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ARTICLE 1 INTRODUCTION

1.1 Preamble

This Agreement is made and entered into by and between the City of Centralia, Washington, hereinafter referred to as the "Employer", and Teamsters Union Local No. 252, hereinafter referred to as the "Union".

1.2 Purpose

The purpose of this Agreement is to achieve and maintain harmonious relations between the Employer and the Union, to provide for equitable and peaceful adjustment of differences which may arise, and to establish standards of wages, hours, and working conditions.

1.3 Recognition

In accordance with the Public Employment Relations Commission Case No. 10275-E-93-1700, Decision 4488, the Employer hereby recognizes the Union as the exclusive collective bargaining representative for all full-time and regular part-time employees of the Centralia Street & Stormwater, Parks, and Fleet Maintenance Departments, excluding supervisors, confidential, seasonal employees, and all other employees.

ARTICLE 2 UNION SECURITY

2.1 Union Affairs

It is mutually agreed that only Union members of this unit shall engage in active participation in Union affairs of this unit or serve in a role of leadership of the unit such as: serving as a delegate or representative, serving on negotiating or other Union committees, or participating in other similar activities to the interest of the unit.

2.2 New Employee Orientation

The Union shall have no less than a thirty (30) minute orientation with new employees during the employee's regular work hours. The Union will explain that it is designated as the exclusive representative for all employees covered under the Collective Bargaining Agreement. The Union shall inform each new employee that membership in the Union is voluntary and only when an employee clearly and affirmatively consents to joining the Union may the Union collect fees. In addition, the Union shall explain to the new employee the rights and the benefits the employee would forgo by being a non-member.

2.3 Nondiscrimination – Union Activity

Neither party shall discriminate against any employee because of membership in or non-membership in or activity on behalf of the Union. No employee shall be discharged or discriminated against for upholding Union principles, fulfilling duties as a Steward in the Union or serving on a Union committee.

2.4 Dues & Deductions

Upon receipt of a properly executed authorization card signed by the employee, the Employer shall deduct from the employee's monthly pay all regular union dues and initiation fees uniformly required to maintain the employee in good standing with the Union. Such deductions are to be transmitted to the Union each month. Contributions to charitable organizations shall be deducted and remitted to the appropriate charity in a like manner.

2.4.1 The Union shall indemnify the Employer and any department of the Employer and hold it harmless against any and all claims, demands, suits, or other forms of liability that may arise out of, or by reason of, any action taken by the Employer or any department of the Employer, for the purpose of complying with provisions of this section. The Union shall provide the Employer with thirty (30) calendar days advance notice of any changes in Union deductible dues/fees.

ARTICLE 3 EMPLOYEE DEFINITIONS

3.1 Full-Time Employee

A full-time employee is one who is regularly scheduled to work forty (40) hours per week.

3.2 Part-Time Employee

3.2.1 A part-time employee is one who is scheduled to work eighty (80) hours or more a month. Such employee shall be covered under the terms and conditions as set forth in this Agreement. Part-time employees shall be entitled under their contract of employment to that fractional part of all accruable

or usable benefits that the total number of hours of employment bears to the total number of hours of full-time employment unless such accrual or use is expressly denied by the terms of this Agreement.

- 3.2.2** An irregular part-time employee is one who is scheduled to work seventy-nine (79) hours or less each calendar month. Such employee is excluded from the bargaining unit and the benefits set forth in this Agreement, with the exception of pension contributions into the Western Conference of Teamsters Pension Trust.
- 3.2.3** Unless mutually agreed to by the Employer and the Union, there shall be no regular part-time employees in the Street & Stormwater Department and no more than a combination of five (5) regular part-time employees and irregular part-time employees in the Parks Department.

3.3 Probationary Employee

The probationary period for new or promoted employees shall be six (6) consecutive months. In lieu of termination or demotion to a previously held position, the Employer may extend an employee's probationary period. Said extension shall be limited to a maximum of three (3) additional consecutive months. During an employee's probationary period or any extension thereof, a probationary employee may be terminated without recourse to the grievance procedure. Promoted employees may be demoted to previously held positions during their probationary period without recourse to the grievance procedure.

3.4 Seasonal Employee

- 3.4.1** An employee hired to supplement the regular work force in the Street & Stormwater or Fleet Maintenance Department between May 1st and September 30th and in the Parks Department between March 1st and October 31st each calendar year. Seasonal employees shall be exempt from Union membership and shall not be eligible to receive any benefits set forth in this Agreement, with the exception of pension contributions into the Western Conference of Teamsters Pension Trust. Seasonal employees' pension contribution shall be as defined in Section 9.15. The maximum number of seasonal employees at any given time shall be ten (10) in the Street & Stormwater and Fleet Maintenance Departments and fifteen (15) in the Parks Department.
- 3.4.2** Seasonal employees retained past October 31st of any given year shall be considered full-time or regular part-time employees and shall be required to meet all obligations set forth in this Agreement and shall be afforded all rights and benefits associated with this Agreement.

ARTICLE 4 MANAGEMENT RIGHTS

4.1 Except as expressly limited by the other articles of this Agreement, the Employer shall have the exclusive right to manage the functions of all city operations/facilities and direct the bargaining unit employees covered by this Agreement. These rights include, but are not limited to, the right to plan, direct, and control operations; to determine the services to be performed by the bargaining unit employees; to establish and maintain productivity and quality standards; to schedule the working hours; to hire, promote, and transfer; and to suspend, discipline, or discharge. The Employer shall also have the exclusive right to relieve employees because of lack of work or for other legitimate reasons; to introduce new and improved work methods, materials, or facilities; and to change existing work methods, materials, or facilities.

ARTICLE 5 EMPLOYMENT POLICIES

5.1 Policy and Procedures

The Employer shall provide to the Union copies of all proposed amendments, additions, and/or modifications to the Personnel Policies of the City of Centralia prior to implementing such change. The Employer agrees the application of applicable department rules and regulations which affect working conditions and performance shall be subject to the grievance procedure.

5.2 Personnel Files

An employee shall be allowed supervised access to his or her personnel file and shall be permitted to obtain copies of any portion of his or her file. As no one except authorized individuals are allowed access to personnel files and the Employer relinquishes control of the copies provided to the employee. An employee requesting copies of his or her personnel file may be requested to sign an Employer indemnification letter. An employee requesting that his or

her personnel files or portions thereof be released to anyone other than themselves must provide written authorization specifying the material to be released and the name of the party the information is to be released too.

- 5.2.1** Any document, which may relate to disciplinary action, shall be signed by the affected employee prior to placement of such document in the employee's personnel file. An employee refusing to acknowledge receipt of such document by signature may be subject to additional Employer disciplinary action. Items not bearing such signature will have no evidentiary value in a disciplinary hearing. The employee's signature shall only be indicative of receiving a copy of said document and shall not necessarily indicate agreement with the contents. An employee shall receive copies of all information at the time said information is placed in their personnel file.
- 5.2.2** Disagreements over the information placed in their personnel file shall be raised at the time of placement. An employee shall have the opportunity to attach written disagreements to information submitted. An employee is encouraged by the Employer to review their personnel files on an annual basis and bring any noted discrepancies to the Employer's attention.

5.3 No Strike Provision

Nothing contained in this Agreement shall permit or be construed to grant any employee or group of employees the right to strike or refuse to perform their prescribed duties. This provision shall expire on the contractual specified expiration date as set forth in Article 12.

5.4 Lunch & Rest Breaks

Employees shall be allowed one (1) fifteen-minute rest break for each four (4) hours of working time. Rest breaks shall occur as near as possible to the midpoint of the four-hour work period. An employee shall have a one (1) hour or a one-half (1/2) hour unpaid lunch break.

- 5.4.1** Determination of a one (1) hour or a one-half (1/2) hour unpaid lunch break shall be determined by a simple majority of the employees. In no case shall the lunch hour be changed more than once each calendar quarter. The Shop Steward shall notify his or her immediate supervisor of the bargaining unit's intent. In the event of an emergency, the Employer or designee shall be permitted to adjust the duration of the lunch period for the duration of the emergency.
- 5.4.2** Lunch breaks are to be taken no earlier than two (2) hours after a shift has started and no later than the completion of the fifth (5th) hour of work. An employee shall be permitted to leave the work facility during their allocated breaks; however, violations of the time allowed for such breaks may subject the employee to disciplinary sanctions.

5.5 Subcontracting

Sub-contracting of bargaining unit work is permitted provided that the work force is supplemented as opposed to supplanted.

5.6 Safety & Equipment

The Employer agrees to comply with all State and Federal rules and regulations pertaining to employee safety in the workplace and shall insure that all notices issued by any State or Federal agencies are posted for employee review. The Employer also agrees to ensure that the individual work areas are adequately heated to ensure the comfort of the employees.

- 5.6.1** The Employer shall provide all safety equipment, rain gear, rubber hip boots, rubber boots, lab coats, and necessary tools for the employees to perform the assigned work duties.
- 5.6.2** The Employer shall replace damaged, stolen, or lost personal tools of the employees, provided, such employee has provided to the Employer, in advance, a list of all personal tools utilized on the job. It shall be the employee's responsibility to ensure that his or her personal tools are properly secured.

5.7 Just Cause

All disciplinary action, including, but not limited to, suspension and termination, taken against an employee shall only be for just cause; provided, however, this provision shall not apply during an employee's probationary period, during which time the employment status shall be strictly at will.

5.8 Employee Discipline

Prior to interviewing an employee concerning non-criminal allegations that may foreseeably result in disciplinary sanctions more serious than an oral warning, Employer shall provide to the employee reasonable advanced notice of the interview time and date and the general basis of the alleged infraction/violation. Such employee shall also be advised of his or her right to have a Union representative present during such interview.

- 5.8.1** Any interview and questioning of an employee shall be conducted during the employee's shift unless the urgency of the matter dictates otherwise.
- 5.8.2** The Union representative shall have the opportunity to ask questions, to bring out additional facts, to counsel the employee under investigation, and to provide information about past employment practices, but shall not act in obstruction of a pending inquiry.
- 5.8.3** At the time of completion of the investigation of a non-criminal disciplinary matter, Employer shall notify the employee in writing of such completion as soon as reasonably possible.
- 5.8.4** No employee shall be subject to disciplinary action for refusing to clear up any homeless encampment due to unaddressed safety concerns.

5.9 Job Vacancies

Whenever an existing or new classification becomes vacant or is created within the Street & Stormwater, Parks, or Fleet Maintenance Departments, such employment or advancement opportunity shall be made available to the existing employees by means of an internal posting, provided that the Employer determines the new classification or vacancy needs to be filled. Such posting shall be made for seven (7) calendar days.

- 5.9.1** To expedite the filling of vacant positions, Employer shall reach out, via email or in person, to all eligible employees to determine if any are interested in applying. If the employees reply back, via email or otherwise in writing, that no eligible employees are interested, then Employer may forego the internal posting and immediately post externally.
- 5.9.2** If less than two (2) qualified applicants apply by the close of business on the seventh (7th) calendar day, then such posting may be made in other city departments or to the outside employment area. If two (2) or more qualified applicants apply for the available classification, Employer shall make a selection from the applicants to fill the available classification. An internal applicant shall not be considered qualified if, in Employer's opinion, they do not possess the knowledge, skills, efficiency, adaptability, or physical ability required for the job classification for which the internal applicant has applied.

ARTICLE 6 ADVANCEMENT & PLACEMENT DEFINITIONS

6.1 Employee Promotion

An employee is promoted to another job classification by means of an application and a written exam and/or an oral interview.

- a) The employee receives one (1) step advancement above his or her current salary or Step A on the applicable salary schedule/range, whichever is greater.
- b) The employee's promotional anniversary date becomes the date utilized for future salary step advancements.
- c) The employee's promotional anniversary date commences the employee's applicable probationary period.

6.2 Employee Reclassification

An employee's job responsibilities, job title, job description, and salary range are upgraded.

- a) The employee receives one (1) step advancement above his or her current salary or Step A on the applicable salary schedule/range, whichever is greater.
- b) The employee's reclassification anniversary date becomes the date utilized for future salary step advancements.

6.3 Employment Classification Adjustment

An employment classification is upgraded to a higher salary range with no change in duties, title, or responsibilities.

- a) An employee is placed at a minimum of two (2) steps above his or her current salary on the upgraded salary range.
- b) His or her anniversary date, for salary step advancements, does not change.

6.4 Employee Transfer

When an employee is selected by Employer to fill a vacancy and the employee's new employment classification is at the same salary range as the employee's previous employment classification:

- a) The employee is placed at the same pay step on the salary schedule.
- b) His or her anniversary date, for salary step advancements, does not change.
- c) The employee's transfer anniversary date commences the employee's probationary period.

ARTICLE 7 WAGES

7.1 Employment Classifications and Wage Tables

The employment classifications and wage tables shall be attached as Appendix A.

7.2 CDL Certification

An employee who is required to possess and maintain a CDL license certification shall be reimbursed for all costs of maintaining such certification, including the required DOT physicals, drug screenings, etc., unless the employee fails the required examination or testing due to alcohol or drugs.

ARTICLE 8 COMPENSABLE HOURS

8.1 Hours of Work

Eight (8) or ten (10) hours shall constitute a regular workday. Five (5) consecutive eight-hour days, Monday through Friday, or four (4) consecutive ten-hour days, Monday through Thursday or Tuesday through Friday, shall constitute a regular work week for full-time employees. Work weeks shall be separated by either two (2) or three (3) consecutive days off depending upon the employee's assigned work schedule. Part-time and seasonal employees may be required to work weekends as part of their regular work schedule.

- 8.1.1 The aforementioned work weeks, 5/8s or 4/10/s, may be assigned by the Employer to affect a select group or an individual.
- 8.1.2 Monday through Sunday shall be the designated work week for payroll purposes. Alternative shift schedules may be utilized provided that the Employer and Union mutually agree upon the terms of such schedule.
- 8.1.3 Full-time employees shall be required to report on a work schedule Monday through Friday, between the hours of 7:00 AM and 3:30 PM or 8:00 AM and 4:30 PM as specified by the Employer or as mutually agreed upon by the Employer and the employee.

8.2 Overtime

Compensable hours in excess of eight (8) or ten (10) hours per day, depending on an employee's assigned work schedule, or forty (40) hours per designated work week shall be compensated at time and one-half the employee's applicable straight-time hourly rate of pay.

- 8.2.1 The employee's pre-contribution hourly rate of pay, along with any other applicable compensation as determined under the Fair Labor Standards Act, shall be utilized to calculate an employee's applicable hourly overtime rate of pay.
- 8.2.2 When possible and practical, overtime shall be approved in advance by the employee's immediate supervisor. Overtime shall be computed and paid or accrued in one-quarter (1/4) hour increments.

- 8.2.3** An employee shall not be permitted to monopolize overtime when other qualified employees are eligible and available to perform the available work. Employer will attempt to ensure that available overtime is spread amongst the work force; however, Employer reserves the right to direct a specific employee to perform overtime work when Employer believes that such employee is the most capable to perform the required work. Disputes on the application of this provision shall be subject to the grievance procedure.
- 8.2.4** Seasonal employees shall not be permitted to work scheduled overtime until such overtime work has been offered and accepted/rejected by qualified full-time or regular part-time employees. Incidental overtime performed by seasonal employees, which is unforeseen and not scheduled, shall be exempt from this restriction.

8.3 Compensatory Time

An employee may elect to accrue compensatory time in lieu of overtime wages; however, in the event that budgeted overtime monies are expended during the calendar year, all overtime earned shall be credited to the employee as compensatory hours. Compensatory time is accrued at the rate of one and one-half hour for each hour of overtime work. An employee shall not accumulate more than one hundred twenty (120) hours of compensatory time. In the event that the aforementioned threshold is exceeded, all hours accrued over the established maximum shall be paid to the employee at his or her applicable rate of pay if budgeted overtime monies are available.

- 8.3.1** If the Employer causes the employees maximum accrual to be exceeded, the one hundred twenty (120) hour maximum shall be increased to two hundred forty (240) hours. Employees caused to exceed the one hundred twenty (120) hour maximum must be cashed out at their applicable rate of pay for all hours accrued above the one hundred twenty (120) hour threshold by December 31st.
- 8.3.2** Accrued compensatory time may be cashed out at any time during the calendar year as long as budgeted overtime funds are available. Accrued compensatory hours are cumulative from year to year up to the maximum threshold. Any compensatory time exceeding the aforementioned maximum accruals shall be paid to the employee at the employee's applicable rate of pay.
- 8.3.3** The Employer has the sole and final approval of the scheduling and use of compensatory time. Once the scheduling of compensatory time is approved, it may only be denied in the event of an emergency impairing city services to the public or in situations which have developed beyond the control of the Employer. Scheduling of compensatory time shall not pre-empt previously scheduled and approved vacation time for other employees.
- 8.3.4** As approved by the Department Head or designee, compensatory time may be utilized in segments of one (1) hour or less. In the event of a bona fide emergency or in situations which have developed beyond the control of the Employer which necessitates the cancellation of pre-approved and scheduled compensatory time, the Employer shall refund to the employee any bona fide expenses incurred due to the cancellation of approved scheduling of compensatory time which are non-refundable. The employee must provide receipts of the expenses incurred.
- 8.3.5** The Employer shall provide a monthly balance of each employee's accrued compensatory time. Compensatory time may be utilized in conjunction with vacation hours.

8.4 Call Back Time

Except as provided in 8.4.2, an employee called back into work during their off-duty hours and required to physically report to a work site shall be guaranteed a minimum of two (2) hours pay at the employee's applicable overtime rate of pay. For hours worked beyond the initial two-hour period, any part of an hour shall constitute a full hour. The two-hour overtime pay shall not apply to hours worked in conjunction with regular scheduled hours of work.

- 8.4.1** When an employee is within the two-hour period, no additional two-hour overtime pay shall be paid for other work that may occur within the same two-hour period.
- 8.4.2** If an employee is required to physically report to a work site two hours or less before the start of the normal workday, overtime shall be paid until the start of the regular workday, at which time pay reverts to regular time.

8.5 Declared Emergency Shift Staffing

During a declared emergency, staff will be assigned in coordination with the Emergency Operations Center (EOC). When staff is not on duty, they will have accommodations and provisions provided at the zone headquarters or other location they are assigned to.

8.6 Working Out of Classification

An employee assigned by the Employer to work out of their regular classification in a higher paid classification for a minimum of thirty (30) minutes shall receive the beginning rate of pay for the higher paid classification. If the beginning rate of pay is less than the employee is currently earning, then the employee shall advance to the next higher step. Employees shall not suffer a decrease in wages due to the application of this provision.

- 8.6.1** An employee working out of classification in a higher paid position not within the bargaining unit for three (3) consecutive days may be paid up to five percent (5.0%), which is added to and computed on his or her base pay rate.
- 8.6.2** In the event that a Lead employee is not scheduled to work, is out sick for the day, or is not working within the city limits, the Employer shall appoint an employee to the Lead position for the days the Lead is not scheduled to work. The employee assigned to the Lead position shall receive the top rate of pay for all hours worked in that position. At all times there shall be a fill-in Lead.

8.7 On Call Status

Employees assigned to on-call status shall be compensated for carrying a work phone and maintaining fitness to respond. Fitness to respond means on-call employees must be able to respond to work sites within 45 minutes and shall not consume alcohol or other intoxicants that could impair their ability to safely perform their job duties.

- 8.7.1** Employees of the Street & Stormwater and Parks Departments shall, on a rotating basis, be assigned on-call status to serve as the primary after-hours contact and to provide responses to communications received after normal work hours. In December of each year, the on-call rotation for each Department shall be established for the following year, with the intent to establish a minimum of a six week rotation, if practical, based on seniority.
- 8.7.2** Employees of the Fleet Maintenance Department may be assigned on-call status, as needed, at the Employer's discretion. On-call status shall be assigned for one week increments on a rotating basis by seniority. Employees covered by this subsection may coordinate with each other to have another employee of the same department cover part or all of their on-call assignment and may refuse to be assigned on-call status if Employer fails to provide at least one week notice of the assignment.
- 8.7.3** The compensation rate for on-call status shall be \$85.00 per day in 2025, \$85.00 per day in 2026, and \$100.00 per day in 2027.
- 8.7.4** An on-call employee that is not required to physically report to a work site but is engaged by telephone or other means of electronic communication for the benefit of Employer shall be compensated in one-quarter (1/4) hour increments at the employee's applicable overtime rate of pay. Calls for overtime offerings shall not be eligible for compensation.

ARTICLE 9 EMPLOYEE BENEFITS

9.1 Holidays

The Employer agrees to recognize the below listed statutory holidays. Such holidays shall be compensated as set forth in the following provisions.

| Holiday | Date |
|----------------------------|------------------------------------|
| New Year's Day | January 1st |
| Martin Luther King Jr. Day | 3 rd Monday of January |
| Presidents' Day | 3 rd Monday of February |

| | |
|------------------------|--------------------------------------|
| Memorial Day | Last Monday of May |
| Juneteenth | June 19th |
| Independence Day | July 4th |
| Labor Day | 1 st Monday in September |
| Veterans Day | November 11 th |
| Thanksgiving Day | 4 th Thursday in November |
| Day after Thanksgiving | 4 th Friday in November |
| Christmas Day | December 25th |
| 2 Floating Holidays | Employee's Choice |

9.1.1 An employee required to work on a holiday shall be compensated at time and one-half for all hours worked on a statutory holiday, in addition, such employee shall be entitled to a compensatory day off or in the alternative may receive straight time compensation in lieu of compensatory time off.

9.1.2 At the City Manager's discretion, one half-day of paid leave on the day before Christmas Day or the day before New Year's Day may be allowed; provided, however, no individual employee shall receive paid leave on both days.

9.1.3 An employee who is scheduled for a Monday through Friday work week shall observe the statutory holidays as follows, unless directed otherwise by the Employer, in which case subsection 9.1.1 shall apply:

- Whenever any legal holiday falls upon a Sunday, the following Monday shall be given as the legal holiday.
- Whenever any legal holiday falls upon a Saturday, the preceding Friday shall be given as the legal holiday.
- Holiday pay shall be either eight (8) or ten (10) hours depending on the work week schedule.

9.2 Bereavement Leave

Up to three (3) days shall be granted with full pay per occurrence in the case of a death in the employee's family member without debit to the employee's accrued sick leave. Employees may utilize accrued sick leave for additional time off that may be needed. "Family member" shall be defined as parent (biological, adoptive, de facto, or foster parent, step-parent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or person who stood in loco parentis when the employee was a minor child), spouse, child (including biological, adopted or foster child, step-child, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent, regardless of age or dependency status), son- or daughter-in-law, spouse's step-parents/brothers/sisters, employee's grandparents, spouse's grandparents, registered domestic partner, grandchild, and sibling.

9.2.1 Sick leave may also be used, if necessary, upon prior approval of the City Manager. Proof of the relationship of the decedent, satisfactory to the Employer, may be required as a condition of granting this benefit.

9.3 Life Insurance

The Employer shall provide, at no cost to the employee, up to one hundred thousand dollars (\$100,000) of life insurance coverage and accidental death/dismemberment coverage provided that an employee meets the insurability requirements of the provider. An employee shall have the ability to increase the amount of coverage, in accordance with the provider options, at the employee's own expense. Additional coverage requested by the employee and approved by the provider shall be paid through a payroll deduction.

9.4 Vacations

An eligible employee shall be credited with monthly paid vacation accrual in accordance with the below listed schedule. Eligible part-time employees shall accrue vacation leave on a pro-rated basis as compared to full-time employment.

| Month of Continuous Service | Monthly Hourly Accrual |
|-----------------------------|------------------------|
| 0 - 60 months | 8.00 |
| 61 - 132 months | 10.00 |
| 133 - 216 months | 13.33 |
| 217+ months | 16.67 |

9.4.1 Months of service shall be calculated from the employee's date of hire. Eligible employees accrue vacation hours but may not take vacation during the first six (6) months of employment without the City Manager's approval.

9.4.2 An employee may request vacation, subject to final Employer approval, during any month of the year. An employee's vacation leave balance shall not exceed thirty (30) working days or two hundred forty (240) hours at the end of the calendar year. Vacations may be scheduled and taken in conjunction with designated holidays. Vacations shall not be restricted during any specific period of the calendar month.

9.4.3 Once scheduled, an employee's vacation shall not be changed without mutual agreement between the Employer and employee or unless an emergency exists. The term "emergency" shall not include Employer scheduling errors or payment of overtime to fill vacancies. In the event of a bona fide emergency or in situations which have developed beyond the control of the Employer which necessitates the cancellation of pre-approved and scheduled vacation time; the Employer shall refund to the employee any bona fide expenses incurred due to the cancellation of approved scheduling of vacation time which are non-refundable. The employee must provide receipts of the expenses incurred.

9.4.4 For those employees competing for vacation slots, seniority may be utilized for the selection of vacation periods; provided, the employee makes his or her vacation selections prior to February 28th. Subsequent selections shall be on a first submittal basis, regardless of the duration of the request.

9.4.5 An employee who separates from city employment shall be paid for all accrued vacation. The month in which the employee separates shall be pro-rated. Annual leave may be accrued to a maximum of two hundred forty (240) hours. An employee who retires, suffers termination of employment, or is laid off shall be paid by the Employer on the ensuing payday for any unused accrued annual leave, but in any event not to exceed a maximum of two hundred forty (240) hours. If an employee does not successfully complete the probationary period, then no accrued annual leave shall be payable.

9.5 Medical, Dental, & Vision Coverage

Effective March 1, 2025, based upon February hours, the Employer shall enter into a subscribers agreement with the Washington Teamsters Welfare Trust, Northwest Teamsters Dental Trust, and Washington Teamsters Vision Trust and make the required monthly contributions, for the purpose of providing medical, dental, and vision for each employee who has eighty (80) or more compensable hours in the preceding month. The required premium contributions on behalf of each eligible employee shall be made to the administrative offices of Northwest Administrators by the tenth (10th) of each month. Listed below are the specific programs the employees shall participate in. The premium rates are composite and are subject to change during the term of this Agreement.

| Programs |
|-------------------------------|
| Medical - Plan A |
| Dental - Plan A (full-time) |
| Vision - Extended (full-time) |
| 9 Month Disability Waiver |
| Time Loss – Plan A |
| Life AD & D – Plan A |

- 9.5.1** Employer shall pay ninety percent (90%) and the employee shall pay ten percent (10%) of the required premium for Medical Plan A. The employee portion shall be withheld through payroll deduction. The Employer shall pay one-hundred percent (100%) of the required premium for Dental, Vision, 9 Month Disability Waiver, Time Loss Plan A, and Life AD&D Plan A.
- 9.5.2** The Trustees may modify benefits or eligibility of any plan for the purpose of cost containment, cost management, or changes in medical technology and treatment. If the increases are necessary to maintain the current benefits or eligibility, or benefits or eligibility as may be modified by the Trustees during the life of the Agreement, the Employer and or employee in accordance with this section shall pay such increases as determined by the Trustees.

9.6 Leave of Absence

A leave of absence without pay may be granted by the Employer upon receipt of a written request from the employee. Upon approval by the Employer, any leave of absence without pay shall not result in a loss of seniority. Upon approval of such leave, the Employer shall, by mutual agreement, establish the date upon which the leave of absence shall begin and the date when it shall terminate.

9.7 Jury Duty

An employee shall be allowed time off without loss of pay for serving on jury duty. Any compensation and mileage received by the employee by the court for performing such service shall promptly be refunded to the City of Centralia and all employees are required to seek such compensation and mileage from the court. In the event an employee has used the employee's personal privately-owned vehicle for jury service, such employee shall be allowed to retain the mileage compensation portion paid by the court. On any day that an employee is released from jury duty and one (1) or more hours of the employee's scheduled workday remain, the employee is to immediately inform the appropriate supervisor and report to work if requested to do so.

9.8 Employee Assistance Program

An Employee Assistance Program shall be made available to the employees and family members covered by this Agreement. The Employee Assistance Program is designed to provide support services to those who are in need of counseling and treatment due to personal problems such as alcohol/drug abuse, family/marital problems, and job/family stress. All contacts with the facilitators of this program are strictly confidential.

9.9 Liability Insurance Coverage

Employer shall provide liability insurance coverage to employees pursuant to this section. Upon inquiry, an employee shall be provided with the Employer's liability insurance carrier's name and amount of coverage. The Employer shall have the right to change insurance carriers.

- 9.9.1** Where the employee has acted in good faith, within the scope of employment, and has not intentionally committed a wrongful act or omission, the Employer shall provide legal representation for the employee and the employee's marital community in defense of allegations of acts or omissions in the performance of the employee's official duties, the Employer shall pay any monetary judgment awarded against the employee and employee's spouse. Such legal representation shall be provided to current and past employees; provided that such individual was an active employee at the time of the alleged acts or omissions.
- 9.9.2** An employee who is provided legal representation by the Employer shall, as a condition of receiving such representation, be obligated to cooperate fully with the Employer's legal representative responsible for representing the Employer and employee's interest.

9.10 Sick Leave

All full-time employees shall accumulate sick leave at the rate of one (1) workday for each calendar month of service to a maximum of nine hundred sixty (960) hours.

- 9.10.1** Eligible part-time employees shall accrue sick leave on a pro-rated basis as compared to full-time employment. Sick leave accrual begins on the first day of the second calendar month of employment and may be used following its accrual. Sick leave may be used in half-hour increments. Accrued sick leave shall be debited in accordance with actual time of absence due to illness or other sanctioned uses.

9.10.2 Accrued sick leave benefits shall be paid at the employee's regular rate of pay for any illness or injury which has incapacitated the employee from performing normal duties and for disability due to pregnancy and/or pregnancy related events. Accrued sick leave may also be utilized for medical and dental appointments. When sick leave is taken by the employee, it shall be deducted from accumulated time.

9.10.3 An employee may take leave for illness of their family member " family member" shall be defined as parent (biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or person who stood in loco parentis when the employee was a minor child), spouse, child (including biological, adopted or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent, regardless of age or dependency status), son or daughter-in-law, spouse's step parents/brothers/sisters, employee's grandparents, spouse's grandparents, registered domestic partner, grandchild, and sibling.

9.10.4 An employee who has exhausted all of his or her sick leave but are still unable to perform the essential functions of his or her job due to illness or injury may request of the City Manager that a "sick leave bank" be established. An employee who has accumulated at least five hundred (500) hours of sick leave for his or her own use may donate excess hours to the sick leave bank for the disabled or ill employee. Donations will be done monthly, based on the City Manager's determination of how many hours will be needed in the upcoming month. The City Manager will have the discretion to allocate the donated hours from amongst the donors in order to minimize disruptions to City Operations. At such time as the employee returns to work, any donated but unused sick leave shall be returned to that month's donors on a pro-rata basis.

9.10.5 At the time of separation from service or in the case of death, the employee's estate shall be paid severance pay in an amount equal to fifty percent (50%) of accumulated unused sick leave up to a maximum of three hundred sixty hours (360). Severance pay shall be based upon the salary/pay in effect at the time of separation of employment or at the time of death.

9.11 Family and Medical Leave Act

Leave under the Family and Medical Leave Act (FMLA) shall be in accordance with federal and state law and the City Personnel Rules and Policies in effect as of the effective date of this agreement.

9.12 Washington State Paid Family and Medical Leave Act

Employer and the Union mutually agree to comply with all Washington State Paid Family and Medical Leave laws per Chapter 50A.04 RCW. Employer does not allow for supplementation of leave time while in unpaid protected leave status.

9.13 Washington State Long-Term Care Trust Act

Employer and the Union mutually agree to comply with all Washington State Long-Term Care Trust Act laws per Chapter 50B.04 RCW.

9.14 Longevity Premium

The Employer agrees to the following longevity premium program for employees covered by this Agreement:

- a) Commencing with an employee's seventy-second (72nd) month of service, an employee shall begin receiving monthly longevity compensation equal to one and one-half percent (1.5%) of his or her base salary.
- b) Commencing with an employee's one hundred twentieth (120th) month of service, an employee shall begin receiving monthly longevity compensation equal to two and one-half percent (2.5%) of his or her base salary.
- c) Commencing with an employee's one hundred eightieth (180th) month of service, an employee shall begin receiving monthly longevity compensation equal to three percent (3.0%) of his or her base salary.
- d) Commencing with an employee's two hundred fortieth (240th) month of service, an employee shall begin receiving monthly longevity compensation equal to three and one-half percent (3.5%) of his or her base salary.

e) Commencing with an employee's three hundredth (300th) month of service, an employee shall begin receiving monthly longevity compensation equal to four percent (4.0%) of his or her base salary.

9.15 Western Conference of Teamsters Pension Trust

Effective January 1, 2025, based on December hours of employment, the Employer shall pay two dollars and seventy-five cents (\$2.75) per hour into the Western Conference of Teamsters Pension Trust Fund on account of each employee for each hour for which compensation is paid to him or her.

9.15.1 Employer agrees to abide by such rules as may be established by the Trustees of said Trust Fund to facilitate the determination of the hours for which contributions are due, the prompt and orderly collection of such amounts, and the accurate reporting and recording of such hours and such amounts paid on account of each employee. The total amount due for each calendar month shall be remitted in a lump sum not later than ten (10) days after the last business day of each month. Failure to make all payments herein provided for within the time specified shall be a breach of this Agreement.

9.15.2 Employer and the Union agree to be bound by the provisions of the Agreement and Declaration of Trust of the Western Conference of Teamster Pension Trust Fund and agree that the Trustees of that Trust shall act as Trustees on their behalf.

9.15.3 Employees may collectively elect to contribute all or part of their annual wage increase into the Western Conference of Teamsters Pension Trust. In the event such decision is made, the increased contribution shall be reflected in an amendment and attached to this Agreement.

9.15.4 For the purpose of determining the required pension contributions under this section, "bargaining unit work performed" is defined as work performed by a regular employee and excludes any work performed by a seasonal employee, with the following exception: in the event that a seasonal employee is hired as a regular employee, Employer will begin making contributions for the employee as of the date of regular hire and will, in addition, make a contribution retroactive to the employee's first day of employment as a seasonal employee, not to exceed five (5) years prior to the date of hire as a regular employee. If an employee returns to seasonal status after serving as a regular employee, Employer will cease making contributions. If the employee again returns to regular status, retroactive contributions will be made as set forth above for the intervening period of substitute employment.

9.16 Certification Pay

The following certifications/licenses shall be eligible for certification pay as provided below:

9.16.1 A mechanic that is Automotive Service Excellence (ASE) certified in the categories listed below shall receive a lump-sum payment on December 5th of each year in the amount of five hundred dollars (\$500.00) for each category of ASE certification, up to a maximum of one thousand dollars (\$1,000.00) each year. To qualify for this benefit, the employee must maintain and provide proof of such certifications to Employer by November 1st of each year or at the time the recertification is completed. Educational reimbursement will be provided for the actual test fees only. All other expenses shall be borne by the employee.

- Automobile: Engine repair, manual drivetrain and axles, brakes, heating and air conditioning, automatic transmission/transaxle, suspension and steering, electrical/electronic systems, and engine performance.
- Medium/Heavy Truck: Gasoline engines, drivetrain, suspension and steering, heating and air conditioning, diesel engines, brakes, electrical/electronic systems, and preventative maintenance inspection.

9.16.2 An employee of the Street & Stormwater or Parks Department that holds a Pesticide applicator's license and/or a Certified Erosion & Sediment Control Lead (CESCL) certificate shall be eligible to receive a lump-sum payment on December 5th of each year in the amount of one hundred twenty-five dollars (\$125.00) for each license/certificate, up to a maximum of two hundred fifty dollars (\$250.00) each year.

9.17 Field Training Premium

An employee required by Employer to train another employee in any aspect of the employee's job responsibilities shall be eligible to receive compensation equal to the same step at one (1) range higher than such employee is currently being compensated. Such compensation shall be paid on an hour-by-hour basis. Any part of an hour shall constitute a full hour for compensation purposes.

9.18 Boot Allowance

For 2025, all employees shall receive a lump sum payment of one hundred fifty dollars (\$150.00) for the purchase of work boots; the payment shall be made on the February 5th paycheck for January hours. For 2026 and 2027, Employer shall provide a reimbursement of up to two hundred fifty dollars (\$250.00) per year for approved footwear. To be eligible for reimbursement, the footwear must be determined by management to be appropriate for the typical working conditions of the employee's job classification.

ARTICLE 10 SENIORITY; UNION BUSINESS

10.1 Seniority & Vested Tenure

Seniority shall be defined as the length of continuous service with Employer. Completion of an employee's probationary period shall signal the vesting of seniority rights and the application of same under this Agreement.

- 10.1.1** Seasonal employees, during continuous service with Employer, who are retained or hired as a regular employee shall receive seniority credit from his or her first day of hire for the application of the terms and conditions of this Agreement.
- 10.1.2** A listing of the employees' seniority dates shall be maintained and available by the Human Resources Department each year. The Departments shall have separate seniority lists for layoff purposes only.
- 10.1.3** An employee who transfers into the Street & Stormwater or Fleet Maintenance Department from another city department shall retain his or her original date of hire with the Employer for benefit accrual purposes; however, his or her date of transfer into the Department shall be utilized for all other seniority applications.

10.2 Lay Off & Recall

Employer may lay off employees due to lack of work, budgetary restrictions, or for other legitimate reasons as determined by the Employer. Whenever a layoff occurs, every reasonable effort will be made by the Employer to integrate the affected employees into other suitable employment. The Employer's layoff procedures are as follows:

- a) Whenever a layoff is anticipated, in any seniority list, employees whose jobs may be affected will be notified of the situation and will be provided with their available options as soon as possible to allow the Employer and the affected employees sufficient time to make necessary arrangements.
- b) Temporary and/or seasonal employees performing similar work in the same department or division will be laid off before bargaining unit employees.
- c) Options, such as part-time work schedules, job sharing, voluntary time, or pay reductions, may also be explored if, in the opinion of the Department Head, City Manager, and the Union, such options are practicable.
- d) Bargaining unit employees that are subject to layoff will be retained on the basis of seniority whenever job performance and qualifications are equal. Qualifications will be determined by the knowledge, abilities, and skills required for each affected position as stated in the class specification and by each affected employee's ability to perform the remaining work without further training.
- e) For a period of eighteen (18) months from their layoff date, bargaining unit employees affected by layoff will be offered the first opportunity to fill comparable, funded, vacant positions. Qualified persons on the layoff lists will be recalled in inverse order of layoff. A person may be removed from the layoff list if he/she declines offered employment with the Employer or if the Employer, after reasonable attempts, is unable to contact or receive a response from the individual. It shall be the employee's responsibility to notify the Employer of any residential address changes during the term of the layoff.

10.3 Shop Steward

The designated Shop Steward shall be afforded duty time to discuss with the designated Business Representative issues which may impact the bargaining unit or may be in direct conflict with this Agreement. When attendance is required, the Shop Steward shall be allowed to participate in contract negotiations, grievance proceedings, or hearings without loss of compensation or debit to accrued benefits. The Shop Steward and Business Representative shall tend to Union affairs in an expeditious manner so as to minimize time loss to the Employer.

10.4 Union Access

Accredited representatives of the Union shall have access during business hours to the premises of the Employer where members of the bargaining unit work; provided that, no contact between employees and Union representatives shall in any way hamper or obstruct the normal flow of work.

10.5 Bulletin Board

Employer shall make one bulletin board available at the Street/Fleet Shop lunchroom for the posting of Union notices, safety information, and general information pertaining to the bargaining unit.

ARTICLE 11 GRIEVANCE PROCEDURE

11.1 A grievance shall be defined as a dispute regarding the interpretation and/or application of this Agreement that may occur during its term. This shall include disciplinary action more serious than an oral warning that may be initiated against an employee by the Employer. Probationary employees shall not be entitled to utilize this grievance procedure for any disciplinary actions that are taken by the Employer up to and including termination. It is the intent of the parties to settle such disputes or complaints at the lowest level possible.

11.2 Upon mutual written agreement, the parties may suspend or extend the deadlines for any or all particular steps of this grievance procedure. Failure of the Employer to act by response within the deadline set forth herein shall enable the employee/Union to proceed to the next step in this procedure.

11.3 An employee shall attempt to resolve his or her grievance informally with his or her immediate supervisor prior to initiating a formal grievance. A grievance may be filed by an employee at Step 1 and by the Union or Employer at Step 2 of this procedure. An employee is encouraged to contact the Union to review the merits of a potential grievance prior to its filing as set forth below:

Step 1: The employee or the Union shall present the grievance to the employee's immediate non-Union supervisor within fifteen (15) calendar days of the date when the aggrieved employee knew or should have reasonably known of the occurrence of such action or inaction or it shall be deemed null and void. If the issue is not resolved within five (5) workdays after the grievance is so presented, the employee or the Union shall reduce the grievance to writing, which shall set forth the nature of the grievance, the article and/or section allegedly violated, and the remedy sought, and proceed to Step 2.

Step 2: Such written grievance must be presented to the Employer or its designee within five (5) workdays of the non-Union immediate supervisor's response in Step 1 above. A meeting with the City Manager or their designee shall be held within ten (10) workdays from the date which the grievance is presented. The City Manager shall respond, in writing, within five (5) workdays following the meeting. If his or her response is not satisfactory or does not adequately resolve the grievance, it shall be referred to Step 3.

11.4 Arbitration: If such grievance is not referred to arbitration within ten (10) workdays of the written answer provided for in Step 2, the grievance shall be considered settled on its merits on the basis of the final decision rendered to the aggrieved party.

Step 3: Upon receipt by either the Union or the Employer of a written request for arbitration of a dispute which has been processed in accordance with procedures set forth above, the Public Employment Relations Commission shall be petitioned to assign a PERC arbitrator to hear the case and render a decision in accordance with the provisions set forth below or based upon mutually agreement between the parties, an independent third party may be utilized or a list of eleven (11) arbitrators may be requested from PERC. In the event that a list of arbitrators is utilized, the arbitrator shall be selected by alternately striking one name from the list until only one name shall remain.

11.5 If the grievance arises from alleged misapplication or misinterpretation of this Agreement, the arbitrator shall have no power to render a decision that will add to, subtract from, alter, change, or modify the terms of this Agreement, and his/her power shall be limited to the interpretation or application of the express terms of this Agreement.

11.6 The arbitrator shall rule only on the basis of information presented in the hearing and contained in post hearing briefs and shall refuse to receive any other information after the hearing except upon written agreement between the parties.

11.7 Each party to the proceedings may call such witnesses as may be necessary in the order in which their testimony is to be heard. Such testimony shall be sworn and/or affirmed and shall be limited to the matters relevant and material to the grievance and shall be subject to cross examination. The arguments of the parties may be supported by oral comment and rebuttal. Either or both parties may submit post hearing briefs within a time mutually agreed upon. Such arguments of the parties, whether oral or written, shall be relevant and material to the grievance.

11.8 The decision of the arbitrator shall be rendered within thirty (30) calendar days after the close of the hearing and such decision shall be final and binding upon all parties hereto.

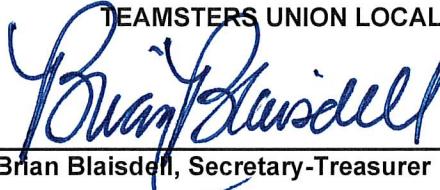
11.9 In all matters submitted to arbitration, each party to the arbitration shall bear the entire cost and expense of its own witnesses and representatives. The expenses of the arbitrator and the other mutually incurred costs incidental to the hearing shall be borne equally by the parties.

ARTICLE 12 TERM OF AGREEMENT; FUTURE NEGOTIATIONS

12.1 This Agreement shall be effective March 1, 2025, except for those provisions of the Agreement which have been assigned other effective dates as herein above set forth, and shall remain in full force and effect to and including the 31st day of December 2027, and shall continue thereafter from year to year unless either party shall file written notice with the other in accordance with state law of its desire to amend, modify or terminate this Agreement.

12.2 Upon the service of the appropriate notice of opener, it is the intent of the parties to commence negotiations on or about September 1st of the last year of this Agreement, unless an earlier starting date is agreed upon between the parties.

IN WITNESS WHEREOF the parties hereto have executed this Agreement the 18th day of March 2025.

| | |
|--|--|
| CITY OF CENTRALIA | TEAMSTERS UNION LOCAL #252 |
|  Michael D. Thomas, City Manager |  Brian Blaisdell, Secretary-Treasurer |
|  Kyle Manley, City Attorney |  Dane Bonnell, Business Agent |

APPENDIX A – EMPLOYMENT CLASSIFICATIONS & WAGE TABLES

A.1. Effective March 1, 2025, the base wage rates for each job classification shall be as follows, which represents range adjustments and a general wage increase of 2.5% to all ranges:

| RANGE | CLASSIFICATIONS | STEP 1(A) | STEP 2(B) | STEP 3(C) | STEP 4(D) | STEP 5(E) | |
|-------|-----------------------------------|--------------|--------------|--------------|--------------|--------------|---------------|
| 10 | Park Technician I | 58,053 | 60,091 | 62,192 | 64,376 | 66,622 | Annual |
| | | 4,838 | 5,008 | 5,183 | 5,365 | 5,552 | Monthly |
| | | 27.91 | 28.89 | 29.90 | 30.95 | 32.03 | Hourly |
| 11 | | 60,070 | 62,171 | 64,355 | 66,602 | 68,931 | Annual |
| | | 5,006 | 5,181 | 5,363 | 5,550 | 5,744 | Monthly |
| | | 28.88 | 29.89 | 30.94 | 32.02 | 33.14 | Hourly |
| 12 | Street/Stormwater Technician | 62,109 | 64,272 | 66,518 | 68,848 | 71,261 | Annual |
| | | 5,176 | 5,356 | 5,543 | 5,737 | 5,938 | Monthly |
| | | 29.86 | 30.90 | 31.98 | 33.10 | 34.26 | Hourly |
| 13 | Park Technician II | 64,293 | 66,539 | 68,869 | 71,282 | 73,778 | Annual |
| | Stormwater/Street Technician | 5,358 | 5,545 | 5,739 | 5,940 | 6,148 | Monthly |
| | | 30.91 | 31.99 | 33.11 | 34.27 | 35.47 | Hourly |
| 14 | Park Mechanic/Technician | 66,456 | 68,786 | 71,198 | 73,694 | 76,274 | Annual |
| | | 5,538 | 5,732 | 5,933 | 6,141 | 6,356 | Monthly |
| | | 31.95 | 33.07 | 34.23 | 35.43 | 36.67 | Hourly |
| 15 | Mechanic | 68,765 | 71,178 | 73,674 | 76,253 | 78,915 | Annual |
| | | 5,730 | 5,931 | 6,139 | 6,354 | 6,576 | Monthly |
| | | 33.06 | 34.22 | 35.42 | 36.66 | 37.94 | Hourly |
| 16 | | 71,053 | 73,549 | 76,128 | 78,790 | 81,557 | Annual |
| | | 5,921 | 6,129 | 6,344 | 6,566 | 6,796 | Monthly |
| | | 34.16 | 35.36 | 36.60 | 37.88 | 39.21 | Hourly |
| 17 | | 73,507 | 76,086 | 78,749 | 81,515 | 84,365 | Annual |
| | | 6,126 | 6,341 | 6,562 | 6,793 | 7,030 | Monthly |
| | | 35.34 | 36.58 | 37.86 | 39.19 | 40.56 | Hourly |
| 18 | Lead Street/Stormwater Technician | 75,982 | 78,645 | 81,390 | 84,240 | 87,194 | Annual |
| | Lead Park Technician | 6,332 | 6,554 | 6,783 | 7,020 | 7,266 | Monthly |
| | | 36.53 | 37.81 | 39.13 | 40.50 | 41.92 | Hourly |
| 19 | Lead Mechanic | 78,686 | 81,432 | 84,282 | 87,235 | 90,293 | Annual |
| | | 6,557 | 6,786 | 7,023 | 7,270 | 7,524 | Monthly |
| | | 37.83 | 39.15 | 40.52 | 41.94 | 43.41 | Hourly |
| 20 | | 81,370 | 84,219 | 87,173 | 90,230 | 93,392 | Annual |
| | | 6,781 | 7,018 | 7,264 | 7,519 | 7,783 | Monthly |
| | | 39.12 | 40.49 | 41.91 | 43.38 | 44.90 | Hourly |

A.2 Effective January 1, 2026, the 2026 base wage rates for each job classification shall be as follows, which represents range adjustments and a general wage increase of 2.5% to all ranges:

| RANGE | CLASSIFICATIONS | STEP 1(A) | STEP 2(B) | STEP 3(C) | STEP 4(D) | STEP 5(E) | |
|-------|-----------------|--------------|--------------|--------------|--------------|--------------|---------------|
| 10 | | 59,509 | 61,589 | 63,752 | 65,978 | 68,286 | Annual |
| | | 4,959 | 5,132 | 5,313 | 5,498 | 5,691 | Monthly |
| | | 28.61 | 29.61 | 30.65 | 31.72 | 32.83 | Hourly |

| | | | | | | | |
|----|-----------------------------------|--------------|--------------|--------------|--------------|--------------|---------------|
| | Park Technician I | 61,568 | 63,731 | 65,957 | 68,266 | 70,658 | Annual |
| 11 | | 5,131 | 5,311 | 5,496 | 5,689 | 5,888 | Monthly |
| | | 29.60 | 30.64 | 31.71 | 32.82 | 33.97 | Hourly |
| | | 63,648 | 65,874 | 68,182 | 70,574 | 73,050 | Annual |
| 12 | | 5,304 | 5,489 | 5,682 | 5,881 | 6,087 | Monthly |
| | | 30.60 | 31.67 | 32.78 | 33.93 | 35.12 | Hourly |
| | Park Technician II | 65,894 | 68,203 | 70,595 | 73,070 | 75,629 | Annual |
| 13 | Street/Stormwater Technician | 5,491 | 5,684 | 5,883 | 6,089 | 6,302 | Monthly |
| | | 31.68 | 32.79 | 33.94 | 35.13 | 36.36 | Hourly |
| | Stormwater/Street Technician | 68,120 | 70,512 | 72,987 | 75,546 | 78,187 | Annual |
| 14 | Park Mechanic/Technician | 5,677 | 5,876 | 6,082 | 6,295 | 6,516 | Monthly |
| | | 32.75 | 33.90 | 35.09 | 36.32 | 37.59 | Hourly |
| | | 70,470 | 72,946 | 75,504 | 78,146 | 80,891 | Annual |
| 15 | | 5,873 | 6,079 | 6,292 | 6,512 | 6,741 | Monthly |
| | | 33.88 | 35.07 | 36.30 | 37.57 | 38.89 | Hourly |
| | Mechanic | 72,842 | 75,400 | 78,042 | 80,766 | 83,595 | Annual |
| 16 | | 6,070 | 6,283 | 6,503 | 6,731 | 6,966 | Monthly |
| | | 35.02 | 36.25 | 37.52 | 38.83 | 40.19 | Hourly |
| | | 75,338 | 77,979 | 80,704 | 83,533 | 86,466 | Annual |
| 17 | | 6,278 | 6,498 | 6,725 | 6,961 | 7,205 | Monthly |
| | | 36.22 | 37.49 | 38.80 | 40.16 | 41.57 | Hourly |
| | Lead Street/Stormwater Technician | 77,896 | 80,621 | 83,450 | 86,362 | 89,378 | Annual |
| 18 | Lead Park Technician | 6,491 | 6,718 | 6,954 | 7,197 | 7,448 | Monthly |
| | | 37.45 | 38.76 | 40.12 | 41.52 | 42.97 | Hourly |
| | Lead Mechanic | 80,662 | 83,491 | 86,424 | 89,440 | 92,560 | Annual |
| 19 | | 6,722 | 6,958 | 7,202 | 7,453 | 7,713 | Monthly |
| | | 38.78 | 40.14 | 41.55 | 43.00 | 44.50 | Hourly |
| | | 83,429 | 86,341 | 89,357 | 92,477 | 95,722 | Annual |
| 20 | | 6,952 | 7,195 | 7,446 | 7,706 | 7,977 | Monthly |
| | | 40.11 | 41.51 | 42.96 | 44.46 | 46.02 | Hourly |

A.3 Effective January 1, 2027, the 2027 base wage rates for each job classification shall be as follows, which represents range adjustments and a general wage increase of 2.0% to all ranges:

| RANGE | CLASSIFICATIONS | STEP 1(A) | STEP 2(B) | STEP 3(C) | STEP 4(D) | STEP 5(E) | |
|-------|-------------------|--------------|--------------|--------------|--------------|--------------|---------------|
| 10 | | 60,715 | 62,837 | 65,042 | 67,309 | 69,659 | Annual |
| | | 5,060 | 5,236 | 5,420 | 5,609 | 5,805 | Monthly |
| | | 29.19 | 30.21 | 31.27 | 32.36 | 33.49 | Hourly |
| 11 | | 62,816 | 65,021 | 67,288 | 69,638 | 72,072 | Annual |
| | | 5,235 | 5,418 | 5,607 | 5,803 | 6,006 | Monthly |
| | | 30.20 | 31.26 | 32.35 | 33.48 | 34.65 | Hourly |
| | Park Technician I | 64,938 | 67,205 | 69,555 | 71,989 | 74,506 | Annual |
| 12 | | 5,411 | 5,600 | 5,796 | 5,999 | 6,209 | Monthly |
| | | 31.22 | 32.31 | 33.44 | 34.61 | 35.82 | Hourly |

| | | | | | | | |
|----|-----------------------------------|--------------|--------------|--------------|--------------|--------------|---------------|
| | | 67,246 | 69,597 | 72,030 | 74,547 | 77,147 | Annual |
| 13 | | 5,604 | 5,800 | 6,003 | 6,212 | 6,429 | Monthly |
| | | 32.33 | 33.46 | 34.63 | 35.84 | 37.09 | Hourly |
| | Park Technician II | 69,493 | 71,926 | 74,443 | 77,043 | 79,747 | Annual |
| 14 | Street/Stormwater Technician | 5,791 | 5,994 | 6,204 | 6,420 | 6,646 | Monthly |
| | | 33.41 | 34.58 | 35.79 | 37.04 | 38.34 | Hourly |
| | Stormwater/Street Technician | 71,906 | 74,422 | 77,022 | 79,726 | 82,514 | Annual |
| 15 | Park Mechanic/Technician | 5,992 | 6,202 | 6,419 | 6,644 | 6,876 | Monthly |
| | | 34.57 | 35.78 | 37.03 | 38.33 | 39.67 | Hourly |
| | | 74,298 | 76,898 | 79,581 | 82,368 | 85,259 | Annual |
| 16 | | 6,191 | 6,408 | 6,632 | 6,864 | 7,105 | Monthly |
| | | 35.72 | 36.97 | 38.26 | 39.60 | 40.99 | Hourly |
| | Mechanic | 76,856 | 79,539 | 82,326 | 85,218 | 88,192 | Annual |
| 17 | | 6,405 | 6,628 | 6,861 | 7,101 | 7,349 | Monthly |
| | | 36.95 | 38.24 | 39.58 | 40.97 | 42.40 | Hourly |
| | | 79,456 | 82,243 | 85,114 | 88,088 | 91,166 | Annual |
| 18 | | 6,621 | 6,854 | 7,093 | 7,341 | 7,597 | Monthly |
| | | 38.20 | 39.54 | 40.92 | 42.35 | 43.83 | Hourly |
| | Lead Street/Stormwater Technician | 82,306 | 85,176 | 88,150 | 91,229 | 94,411 | Annual |
| 19 | Lead Park Technician | 6,859 | 7,098 | 7,346 | 7,602 | 7,868 | Monthly |
| | | 39.57 | 40.95 | 42.38 | 43.86 | 45.39 | Hourly |
| | Lead Mechanic | 85,093 | 88,067 | 91,146 | 94,328 | 97,635 | Annual |
| 20 | | 7,091 | 7,339 | 7,595 | 7,861 | 8,136 | Monthly |
| | | 40.91 | 42.34 | 43.82 | 45.35 | 46.94 | Hourly |

A.4 Teamsters Pension – Employees have elected to contribute wages into a supplemental pension plan. The pension contributions reduce the hourly wages presented above by two dollars and sixty cents (\$2.60) per hour.

A.5 Step Advancements/Entry Step – Employees shall increase one step every six (6) months until they reach the maximum step (Step 5(E)) for their wage range. Employer may start an employee at a higher pay step based on prior experience or qualifications, and at any time, Employer may advance an employee to higher pay step based on merit.

A.6 Range Adjustments – When an employment classification shifts to a different range, an employee that holds said classification shall be placed on the lowest step that results in an increase from their prior year wage. The employee's new dates for step increases shall be adjusted to January 1 and July 1, and the employee shall subsequently be eligible for biannual step increases. For example:

- On January 1, 2025, Employee holds the employment classification of Mechanic. The Mechanic classification shifts ranges in 2025 and is now Range 15. Employee is placed on Step 4(D) of the 2025 wage table and receives \$36.48 per hour. Employee's new step increase dates shall thereafter be January 1 and July 1. On July 1, 2025, Employee advances one step to Step 5(E) and receives \$37.76 per hour.
- On January 1, 2026, the Mechanic classification shifts again from Range 15 to Range 16, and Employee will be placed on Step 4(D) of the 2026 wage table and will receive \$38.45 per hour. On July 1, 2026, Employee will advance one step to Step 5(E) and receive \$39.80 per hour.
- On January 1, 2027, the Mechanic classification shifts one last time from Range 16 to Range 17, and Employee will again be placed on Step 4(D) of the 2027 wage table and receive \$40.58 per hour. On July 1, 2027, Employee will advance one step to Step 5(D) of the 2027 wage table and receive \$42.00 per hour.