

**Summary Agreement Sheet**  
**Manual & Maintenance Supervisors Association**  
**2013-2015 Collective Bargaining Agreement**

- 1. Date of TA: October 7, 2013**
- 2. Duration – 3 years**
- 3. Wages:**
  - Effective April 1, 2013 (or closest pay period) : 1.0%
  - Effective October 1, 2013 (or closest pay period): 0.5%
  - Effective April 1, 2014 (or closest pay period) : 2.0%
  - Effective April 1, 2015 (or closest pay period) : 2.0%
- 4. Salary Schedule:**
  - a. Introduce 10-year rate equal to current 20-year rate (effective 4/1/13 or closest pay period )
  - b. Add 1.5% increase to current 20-year rate (Effective 4/1/13 or closest pay period)
- 5. Safety Shoes**
  - a. Effective 1/1/14 increase allowance from \$100 to \$125
- 6. Legal Services:**
  - a. Add new Article 24 on defending and indemnification not grievable (subject to review and approval of City Attorney's Office)
- 7. Discipline:**
  - a. Oral reprimands to be grieved up to third step of grievance procedure not subject to arbitration. After one (1) year of no discipline from the date of an Oral Reprimand, said Reprimand will not be used against the employee as part of any progressive discipline. Employees will be allowed to provide a written response to be attached to the oral reprimand in the personnel file.
- 8. ARTICLE 15 – INSURANCE**
  - a. Implement terms of August, 2012 MOA on contributions
  - b. Effective 1/1/2014, Employees hired after January 1, 1996 are no longer eligible for retiree health insurance except for Employees who are currently members of this bargaining unit as 12/31/13.
- 9. ARTICLE 17 - Severance:** City agrees to contribute 105% of the employee's severance payment to a Post Employment Health Plan in lieu of cash payment.
- 10.** Both parties agree to a meet and confer to review shift differential and TASS implementation.
- 11. OTHER LANGUAGE CHANGES:** Other language changes were of a housekeeping nature for clarification and cleanup.