

AGREEMENT

Between

COUNTY OF DUPAGE

And

INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL 399

~~12-1-25~~ 5/24/2025 to 11/30/2030

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PREAMBLE

This Agreement is made and entered into by and between the County of DuPage (hereinafter referred to as the "County") and the International Union of Operating Engineers, Local 399 (hereinafter referred to as the "Union").

It is the intent and purpose of this Agreement to set forth the parties' entire agreement with respect to the wages, hours, and other terms and conditions of employment that will be in effect during the term of this Agreement for employees covered by this Agreement; as required by the Illinois Public Labor Relations Act.

The parties acknowledge their mutual desire to foster harmonious relations between the County and the employees represented by this agreement and to establish equitable and peaceful procedure for the resolution of differences, to prevent interruptions of work and interference with the efficient operation of the County, and to provide an orderly and prompt method for resolving grievances concerning the employees.

ARTICLE I

RECOGNITION AND REPRESENTATION

Section 1. Recognition. The County recognizes the Union as the sole and exclusive bargaining representative for all full-time employees of the County of DuPage comprising a county-wide unit of craft employees. The bargaining unit shall include all full-time employees in the following classifications:

- Maintenance Technician
- Senior Maintenance Technician
- Stationary Engineer
- Building Automation Systems Technician
- Senior Building Automation Systems Technician
- HVAC/Refrigeration Mechanic
- Stationary Engineer – PM Lead
- Electrician Technician
- Electrician
- Senior Electrician
- Plumber
- Senior Plumber
- Wastewater Facility Operator
- Water Facility Operator
- Water Operator Technician

Excluding all supervisory, confidential, managerial and short-term employees as defined by the Act and all other employees of the County of DuPage. A full-time employee shall be defined as an employee who is regularly scheduled to work at least forty (40) hours per week. The term "employee" or "employees" as used in this Agreement shall only refer to employees who are specifically included in the above described bargaining unit unless the context clearly require otherwise. A successor employer shall recognize the International Union of Operating Engineers, Local 399, as the bargaining representative for bargaining unit employees.

Section 2. Union's Duty of Fair Representation. The Union agrees to fulfill its duty to fairly represent all employees in the bargaining unit. The Union shall indemnify, defend and hold the County, its officers, officials, agents and employees, harmless against any claims, demands, suits or other forms of liability arising from any failure on the Union's part to fulfill its duty of fair representation.

Section 3. Information Provided to the Union. Within thirty (30) days of effective date, the County shall provide to the Union in writing the following information concerning bargaining unit members:

- new hires
- promotions
- changes in positions
- terminations

ARTICLE II
DUES CHECKOFF

Section 1. Voluntarily Executed Dues Checkoff. During the term of this Agreement the County will deduct from each employee's paycheck the uniform Union dues for each employee covered by this Agreement for whom a written dues checkoff authorization, signed by the employee, has been filed with the County. The actual dues amounts to be deducted, as determined by the Union, shall be uniform based on salary classification for each employee in order to ease the County's burden on administering this provision. The Union may change the uniform dollar amounts once each year during the life of this Agreement by giving the County at least thirty (30) days' notice of any change in the amounts of the uniform dues to be deducted. If an employee has no earnings or insufficient earnings to cover the amount of the dues deduction, the Union shall be responsible for the collection of dues. Voluntarily executed dues checkoff authorizations may be revoked between November 20 and November 30 of each year of this Agreement.

Section 2. Indemnification. The Union shall indemnify and hold harmless the County, its elected officials, officers, administrators, agents and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability (monetary or otherwise) that may arise out of or by reason of any action taken or not taken by the County for the purpose of complying with the provisions of this Article, or in reliance on any written check off authorization or notice which is furnished pursuant to the provisions of this Article. The Union agrees to refund to the employee any amounts paid to the Union in error on account of this dues check off provision.

ARTICLE III
NON-DISCRIMINATION

Section 1. Prohibition Against Discrimination. In accordance with all federal, state and local laws regarding Equal Opportunity, which includes the Americans with Disabilities Act, neither the County nor the Union will discriminate against any employee covered by this Agreement with regard to employment, tenure or any other term or condition of employment on the basis of race, color, sex, age, religion, creed, national origin, ancestry, marital status, political belief, veteran status, or sensory, mental or physical disability. Any dispute concerning the interpretation and application of this paragraph shall be processed through the appropriate federal or state agency or court rather than through the grievance procedure set forth in this Agreement. Employees are also encouraged to contact the DuPage County Human Resources Department, or their union representative, should they have any concerns regarding potential discriminatory actions.

ARTICLE IV
GRIEVANCE PROCEDURE

Section 1. Definition. Unless otherwise specifically provided herein, a "grievance" is defined as a dispute or difference of opinion raised by an employee against the County involving an alleged violation of an express provision of this Agreement. For the purposes of this article, the term "working days" shall mean the days Monday through Friday, inclusive, but excluding Saturdays, Sundays and Holidays on which the County is closed.

Section 2. Procedure. The parties acknowledge that it is usually most desirable for an employee and his immediate supervisor to resolve problems through free and informal communications. If, however, the informal process does not resolve the matter, an employee may process his grievance according to the following procedures. An employee making use of the grievance procedure shall not be subjected to any unjust treatment. Additionally, the employee may submit a written request to withdraw his grievance at any time prior to Step 3.

STEP 1 – Immediate Supervisor/Division Head

Any employee who has a grievance shall submit the grievance in writing to the employee's immediate supervisor/division head, specifically indicating that the matter is a grievance under this Agreement. A division head shall be an individual that has direct knowledge and oversight of the day-to-day schedule and assigned responsibilities of the individual filing the grievance. The grievance shall contain a complete statement of the facts, the provision or provisions of this Agreement which are alleged to have been violated, and the relief requested.

All grievances must be presented within ten (10) working days after the date of the first occurrence of the matter giving rise to the grievance. Any grievance not presented to the employee's immediate supervisor/division head within said ten (10) day period shall be deemed waived. The immediate supervisor/division head shall render a written response to the grievant within ten (10) working days after receiving the written grievance, not including the date of receipt. If the employee does not consider the immediate supervisor/division head reply to be an acceptable resolution of the grievance filed, or if the response from the immediate supervisor/division head is not timely made, the employee may proceed to Step 2.

STEP 2 – Department Head

If the grievance is not settled at Step 1 and the employee wishes to appeal the grievance to Step 2 of the grievance procedure, it shall be submitted in writing to the Department Head within ten (10) working days after receipt of the immediate supervisor's written response. The written appeal shall specifically state the basis upon which the grievant believes the grievance was improperly denied at the previous step in the grievance procedure. The Department Head, or his designee, shall discuss the grievance with the grievant and an authorized representative of the Union, at a time mutually agreeable to

the parties. If no settlement of the grievance is reached, the Department Head, or his designee, shall provide a written answer to the grievant and the Union within ten (10) working days following their meeting.

STEP 3 – Director of Human Resources

If the grievance is not settled at Step 2 and the Union Grievance Committee desires to appeal, it shall be referred by the Union in writing to the Director of Human Resources within ten (10) working days after receipt of the Department Heads answer at Step 2. Thereafter, the Director of Human Resources or designee and other appropriate individual(s) as desired by the Director of Human Resources, shall meet with the grievant and a Union representative. If the grievance is resolved as a result of such meeting, the resolution shall be put in writing and signed by both the Union and the Director of Human Resources. If the grievance is not resolved, the Director of Human Resources or designee shall submit a written answer to the grievant and Union within ten (10) working days following the meeting.

STEP 4 – Pre-Arbitration Meeting

If the grievance is not resolved in Step 3, either party may request a pre-arbitration meeting to be held with the DuPage County Chairman or their designee and the Union representative within ten (10) working days following the receipt of the Director of Human Resources written answer. This meeting shall constitute further attempt at resolving the issue prior to involving an arbitrator. The DuPage County Chairman or their designee will present the Union representative with a written response as to the outcome of the pre-arbitration meeting within ten (10) working days following the meeting.

Section 3. Arbitration. If the grievance is not settled in Step 4 and the Union wishes to appeal the grievance from Step 4 of the grievance procedure, the Union may refer the grievance to arbitration, as described below, within ten (10) working days of receipt of the County's written answer as provided to the Union at Step 4. Such an appeal shall be made in writing to the DuPage County Chairman or their designee.

- (a) If the grievance is appealed to arbitration, the Union and the DuPage County Office of the State's Attorney shall attempt to agree upon an arbitrator within five (5) working days after receipt of the notice of referral. In the event the parties are unable to agree upon the arbitrator within said five (5) working days, the parties shall jointly request the Federal Mediation and Conciliation Service to submit a panel of five (5) arbitrators. The parties shall alternatively strike the name of an arbitrator, with the party requesting arbitration making the first strike. The person whose name remains shall be the arbitrator, provided that either party, before striking any names, shall have the right to reject one (1) panel of arbitrators.

- (b) The arbitrator shall be notified of his/her selection through a joint letter from the Union and the DuPage County Office of the State's Attorney and shall be requested to set a time and place for the hearing, subject to the availability of the Union and County representatives.
- (c) The arbitrator shall endeavor to submit his decision in writing within thirty (30) working days following the close of the hearing or the submission of briefs, whichever is later.
- (d) More than one grievance may be submitted to the same arbitrator where both parties mutually agree in writing.
- (e) The fees and expenses of the arbitrator and the cost of a written transcript, if any, shall be divided equally between the County and the Union; provided, however, that each party shall be responsible for compensating its own representatives and witnesses.

Section 4. Limitations on Authority of Arbitrator. The arbitrator shall have no right or authority to amend, modify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation or misapplication of the specific provisions of this Agreement. The arbitrator shall only be empowered to determine the issue raised by the grievance as initially presented in writing and shall have no authority to make a decision on any issue not so submitted or raised. The arbitrator shall be without power to make any decision or award, which is contrary to or inconsistent with, in any way, applicable laws, or of rules and regulations of administrative bodies that have the force and effect of law. The arbitrator shall not in any way limit or interfere with the powers, duties and responsibilities of the County which are under law, granted to the County by law, court decisions, or the provisions of this Agreement.

Any decision and award of the arbitrator, if rendered consistent with the authority outlined above shall be final and binding on the County, the Union, and the employee(s) involved, unless reversed on appeal in accordance with the provisions of the Uniform Arbitration Act and the Illinois Labor Relations Act.

Section 5. Time Limit for Filing. No grievance shall be entertained or processed unless it is submitted at Step 1 within ten (10) working days after the first occurrence of the event-giving rise to the grievance. If a grievance is not presented by the employee within the time limits set forth above, it shall be considered "waived" and may not be pursued further. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the County's last answer. If the County does not answer a grievance or an appeal thereof within the specified time limits, the aggrieved employee may elect to treat the grievance as denied at the step and immediately appeal the grievance to the next step. The parties may by mutual agreement in writing extend any of the time limits set forth in this Article.

Section 6. Miscellaneous. Employees shall not be permitted to raise unrelated issues at Step 2, Step 3, and Step 4, or during the Arbitration process. No member of the bargaining unit shall have any authority to respond to a grievance being processed in accordance with the grievance procedure set forth in this Article. Moreover, no action, statement, agreement, settlement, or representation made by any member of the bargaining unit shall impose any obligation or duty or be considered to be authorized by or binding upon the County unless and until the County has agreed thereto in writing.

ARTICLE V
DISCIPLINE PROCEDURE

Section 1. Discipline. The Employer agrees with the tenets of progressive and corrective discipline and that it shall be imposed only for just cause. Discipline shall include but not be exclusive of the following progressive steps of priority:

- (A) Oral warning with documentation of such filed in the employee's personnel file.
- (B) Written reprimand with copy of such maintained in the employee's personnel file.
- (C) Suspension without pay with documentation of such maintained in the employee's personnel file, with copy sent to Union office.
- (D) Discharge with documentation of such maintained in the employee's personnel file, with copy sent to the Union office.

The disciplinary steps may or may not be used in sequential order. Certain conduct may warrant an immediate written reprimand, suspension or termination. Whenever appropriate, prior to actual imposition of written reprimands, suspension without pay, or discharges, the employee shall be afforded an opportunity to discuss his/her views concerning the conduct causing such disciplinary action. Such discussion should take place as soon as practicable after the supervisor's action and not be unduly or unreasonable delayed, and the employee shall be informed clearly and concisely of the basis for such action. Furthermore, upon request of the employee, a representative of the Union (Steward) shall be allowed to be present and participate in such discussions.

SECTION 2: USE OF ELECTRONIC SURVEILLANCE

The Employer agrees that electronic surveillance, including but not limited to GPS tracking, surveillance cameras, and other monitoring technologies, will not be used solely for the purpose of disciplining employees.

In circumstances where there is evidence of misconduct or policy violations, surveillance data may be used as evidence to support disciplinary actions, provided that such use is consistent with fair and just cause principles.

ARTICLE VI
PROBATIONARY PERIOD, SENIORITY, LAYOFF AND RECALL

Section 1. Probationary Period. All new employees and those hired after loss of seniority shall be considered probationary employees until they complete a probationary period of six months unless extended because of an employee's extended absence from work during the employee's first six (6) months of employment. A probationary period can be extended beyond six (6) months upon mutual written consent of the employee and the employer. During the probationary period the employee may be suspended, laid off, or terminated at the sole discretion of the County. No grievance shall be presented or entertained in connection with the suspension, layoff, or termination of a probationary employee.

There shall be no seniority among probationary employees. Upon successful completion of the probationary period, an employee shall acquire seniority, which shall be retroactive to his last date of hire with the County in a position covered by this Agreement. Employees who are promoted within the bargaining unit shall not be required to serve an additional probationary period.

Section 2. Definition of Seniority. Seniority shall be defined as the length of continuous full-time employment since the last date of hire as an employee covered by this Agreement.

Section 3. Seniority List. Upon the Union's request, the County will provide the Union with a seniority list setting forth each employee's seniority date. The County shall not be responsible for any errors in the seniority list unless such errors are brought to the attention of the County in writing within fourteen (14) calendar days after the Union's receipt of the list.

Section 4. Termination of Seniority. An employee's seniority (and the employment relationship) shall be terminated upon the occurrence of any one of the following, if the employee:

- (a) quits;
- (b) is discharged;
- (c) retires;
- (d) falsifies the reason for a leave of absence or is found to be working during a leave of absence (other than a continuation of employment that the employee had prior to going on an approved leave of absence);
- (e) fails to report to work at the conclusion of an authorized leave of absence or vacation without prior notification and approval to extend such leave, unless there are extraordinary circumstances beyond the employee's control that prevent notification;
- (f) is laid off and fails to report for work within seven (7) calendar days after having been recalled;
- (g) is laid off for a period in excess of one (1) year;
- (h) does not perform work for the County for a period in excess of twelve (12) months; or
- (i) is absent for three (3) consecutive working days without notifying the immediate supervisor outside the bargaining unit or his designee, unless there are extraordinary circumstances beyond the employee's control that prevent notification.

Section 5. Layoff. The County, in its sole discretion, shall determine whether layoffs are necessary. If the County decides to lay off any employees covered by this Agreement the Union will be immediately notified. If it is determined that layoffs in any position covered by this Agreement are necessary, probationary employees in said classification shall be laid off first, followed by the least senior employees in the classification, provided the County determines that the remaining employees in the classification can fully perform the remaining work.

Section 6. Effects of Layoff. The layoff provisions shall be applicable to any non-probationary employees who are laid off by the County.

1. The employee shall be eligible for severance pay in accordance with the following schedule:

<u>YEARS OF SERVICE</u>	<u>DAYS PAID</u>
1 year + 1 day through 2 years	5 days
3 years + 1 day through 5 years	10 days
6 years + 1 day through 10 years	15 days
11 years + 1 day through 15 years	20 days
16 years + 1 day through 19 years	25 days
20 years or greater	30 days

2. An employee shall be paid for earned, but unused sick time, and vacation time as specified in the manner outlined in Article X: Vacations and Article XI: Leaves of Absence
3. An eligible employee shall have the right to maintain insurance coverage by paying in advance the full applicable monthly premium for employee coverage and, if desired, for the dependent coverage.
4. An employee shall have the right to apply for vacancies in any position covered by this Agreement which the County has decided to fill, provided the County has the right to determine whether the employee is qualified to fill any such vacancy. If two or more employees on layoff apply for the same position which the County is seeking to fill and the County has determined that their qualifications are equal, the position shall be awarded to the employee with the greatest seniority.
5. An employee shall also have the right to maintain eligibility for recall by applying to the re-employment registry in the Human Resources Department within (1) one month from the effective date of his layoff. The employee shall remain active on the re-employment registry for (1) one year from the date of his layoff.
6. If an employee is recalled within one (1) year of a layoff, the amount of sick leave that the employee had as of the effective date of the layoff shall be restored, unless the employee received monetary compensation or IMRF service credits, as allowed by Illinois law, for accrued sick time at the time of his layoff.
7. Upon recall, the seniority of an employee will be adjusted by the length of the layoff.

Section 7. Recall. If there is a recall in the employee's job classification, employees who are still on the re-employment registry in said job classification shall be recalled, in the inverse order of their layoff. Employees who are eligible for recall shall be given seven (7) calendar days' notice of recall and notice of recall shall be sent to the employee by certified or registered mail with a copy to the Union, provided that the employee must notify the Director of Human Resources, or designee, of his intention to return to work within three (3) days after receiving notice of recall. The County shall be deemed to have fulfilled its obligations by mailing the recall notice by certified or registered mail, return receipt requested, to the mailing address last provided by the employee, it being the obligation and responsibility of the employee to provide the Director of Human Resources, or his designee with his latest mailing address. If an employee fails to timely respond to a recall notice his name shall be removed from the re-employment registry.

ARTICLE VII

HOURS OF WORK AND OVERTIME

Section 1. Application of Article. This Article is intended to describe the normal hours of work for bargaining unit members and as a basis for calculating overtime payments. This Article or Agreement shall not be construed as a guarantee of hours of work per day, per week, or per year.

Section 2. Normal Workday. The normal workday shall consist of eight and a half (8-1/2) hours with eight (8) hours worked and a one-half hour unpaid lunch period. There may be unique circumstances that require employees to work through their scheduled lunch periods. In those circumstances, they will be paid 8 and ½ hours of pay for the day, or if the operational needs of the County allow, the County, at their sole discretion, may permit the employee to leave work after 8 hours of work. The County shall not require employees to take their lunch at the end of the shift. The normal workday for stationary engineers assigned to the power plant shall consist of eight (8) consecutive hours during which time they will be given time to eat on the job when operating conditions permit.

Section 3. Normal Work Week. The normal work week shall consist of forty (40) hours over seven (7) consecutive days commencing at 12:01 a.m. Saturday. Normally, an employee's work schedule shall include two (2) consecutive days off, although not necessarily in the same normal work week as defined in this Section.

Section 4. Normal Pay Cycle. The normal pay cycle shall be fourteen (14) days.

Section 5. Changes in Normal Workday or Normal Work Week. Should it be necessary in the County's judgment to establish schedules departing from the normal workday or the normal work week, or to change the previously established shift schedule of an employee or employees, the County will give, if practicable, at least fourteen (14) days' advance notice

of such change to all employees affected by a permanent change. If the change in the shift for Power Plant stationary engineers requires a double-back for shift coverage, the time worked on the double-back will be paid at double (2) time the employees regular rate of pay. A double-back shift is defined as two eight-hour shifts within a single twenty-four period of time for a Stationary Engineer.

A Stationary Engineers shift may be temporarily changed for shift coverage during the absence of another Stationary Engineer who is taking time off for any reason including vacation time, personal time, FMLA, workers compensation, time off for medical reasons, bereavement, jury duty, or any other reason not caused by the County.

When a Stationary Engineer's shift is changed for shift coverage due to a vacant Stationary Engineer position(s), the Stationary Engineer will receive an additional compensation of \$5.00 dollars per hour when working the new shift.

Section 6. Scheduled Overtime Pay. Employees shall be paid one and one-half times their hourly rate of pay for all hours worked in excess of 40 hours in their normal work week. Sick days and compensatory time will not be included in calculating actual hours worked for purposes of scheduled overtime.

Section 7. Distribution of Overtime. Employees will be expected to perform any reasonable amounts of overtime work assigned to them. The County will attempt to assign overtime work to the employees who are immediately available when the need for overtime occurs, and who normally and customarily perform the work involved, except that in cases of emergency the County may assign the overtime work to any employees immediately available. It is the intention of the parties that overtime will be distributed equitably among the employees in the same job classification within a department or operating unit. In the event an employee establishes that he/she has not been offered his/her fair share of overtime, the employee shall not be entitled to payment for overtime not worked, but the County will give preference to such employee with respect to future overtime assignments for which he/she would normally be eligible until a reasonably fair balance in the overtime distribution is re-established.

Section 8. Compensatory Time. In lieu of paid overtime, employees may opt to earn compensatory time off. Compensatory blocks shall be for a minimum of four-hour increments. Compensatory time off shall be scheduled and approved the same as vacation time off. Employees may not accumulate more than eighty (80) hours of compensatory time at any one time. On November 1 of every year, all accumulated compensatory time over sixteen (16) hours will be paid out. Employees may request to cash out their accumulated compensatory time prior to November 1, one time per year. After the initial eighty (80) hours of compensatory time is accrued between November 1 and October 31, the option to earn compensatory time off in lieu of paid overtime shall be by mutual agreement of the employer and employee. The ability to store, or not store, in excess of eighty (80) hours or accumulate more than eighty (80) hours of compensatory time will not be considered a grievable issue.

Section 9. Emergency Call-Back Pay. Employees who are called back to work outside their normal hours of work which has been specifically approved by the Department Head and subject to review by Human Resources (e.g., major equipment breakdowns and natural disasters) shall be compensated at time and one-half of the employee's regular rate of pay for all hours worked outside of his/her normal work hours with a minimum of two and one-half (2 ½) hours pay. Compensation will start at the point the employee arrives at the designated site to work on the emergency situation. A continuation of the end of a normal workday due to an emergency shall not qualify for the minimum of two and one-half (2 ½) hours pay but, shall be paid as overtime pay according to this contract. Once an employee officially clocks out of their shift, they are considered eligible for the minimum of two and one-half (2 ½) hours of call-back pay. If the employee is notified of the emergency response prior to clocking out or held over on standby for a potential emergency response, they will not be eligible for the call-back pay. All hours worked beyond their normal shift will be eligible for the applicable overtime pay as outlined in this agreement. If the employee is called in to work in an emergency situation on a holiday in an emergency situation he/she will be paid his/her regular hours of holiday pay plus time and one-half (1 ½) for overtime totaling two and one-half (2 ½) times his/her regular pay.

If an employee is held over in an emergency situation, which has been specifically approved by the Department Head and subject to review by Human Resources (e.g., major equipment breakdowns and natural disasters) he/she will be paid time and one-half (1 ½) for all hours worked past his/her scheduled shift. This provision shall also apply to "relief" employees who are required to stay on duty because their relief will not be reporting to work. A "relief" employee shall be defined as an employee who cannot leave their assigned shift until the following shift employee has replaced them. This provision shall not be applicable to either scheduled overtime or time that an employee is held over in a non-emergency situation (e.g., there is a need to finish a task before leaving, for training purposes, to attend an employee meeting, etc.).

All emergency call-backs and "relief" employees shall be compensated at the applicable overtime rate of pay regardless of hours worked during the normal workday or workweek. Should an employee be called back within the same two and a half hour emergency pay period of time, they are not eligible to receive an additional two and half hours of call back pay (i.e. the employee will not receive multiple instances of callback pay within the same period of time).

It is expressly agreed that a callback assignment is for a specific purpose and the Employer shall not assign employees who complete their callback assignment busy work in order to fill the remaining hours.

Section 10. Year Round On-Call Duty. For year round on-call duty assignments, each week that an employee is assigned a cell phone and is required to be available to return to work on short notice the employee shall be

guaranteed seven (7) hours of pay per week at one-and-one-half the employee's regular hourly rate of pay. Employees assigned to the on-call duty must report for duty in a fit condition within one (1) hour of any emergency call-out notifications. Weather conditions and other special considerations will be taken into account for this reporting requirement. On-call duty pay shall be eligible to be paid as compensatory time as long as all conditions of the Compensatory Time section of this contract are met.

Section 11. Seasonal On-Call Duty

All employees scheduled for seasonal snow on-call duty, time period of November 1 through March 31, shall report to work when required to do so. Employees shall respond to the last call out notification within 15 minutes, and report to work within one (1) hour of any call out notification. Supervisors may establish a designated shift start time more than one hour after the call-out notification. Employees shall be compensated at the rate of seven (7) hours per week (one (1) hour per day) at their regular straight-time rate of pay for being on call for snow removal duty.

An employee shall lose one (1) hour of on-call pay per day for a prior approved off-call assignment, not responding to the last notification within 15 minutes of the last callout notification (unless at a supervisor's request, they are still requested to respond), not reporting to work within one (1) hour of a call out notification or by the designated shift start time, or missing an on-call assignment. Missing an on-call assignment will also be subject to the discipline policy.

An employee receiving Year Round On-Call Pay is not eligible to also receive Seasonal On-Call Pay

Seasonal On-Call Duty as defined in this section is a voluntary assignment.

Section 12. No Pyramiding. Compensation shall not be taken more than once for the same hours under any provision of this Article or Agreement.

Section 13. Open Positions

When a position becomes open as determined by the County, the County will post the open position to internal candidates only for five calendar days. The Public Works Department and/or Facilities Department that the open position is under will post the position on the bulletin board as specified in Article XV, Section 5. If no current employee qualifies for the open position, the position will be posted for external candidates. Employees on a leave status are eligible to apply to internal open positions.. This section only applies to employees within the specific job classification position as identified in Article 1, Section 1 of this agreement. Further, this section is not applicable to positions posted outside an employee's specific job classification.

ARTICLE VIII
SALARIES & COMPENSATION

SECTION 1: MINIMUM SALARIES

Upon ratification, the minimum salary for each bargaining unit position upon contract ratification is listed below in Section 5: Wage Schedule. Each employee will be placed at the appropriate step based on their years of service within their job classifications as of December 1st 2025. If any bargaining unit employees are below the minimum salaries listed in Section 5, the salaries of those employees will be adjusted to meet the minimum salary requirements.

Years in Position on December 1 st 2025	Step
0 - .99 years	1
1 – 1.99 years	2
2 – 2.99 years	3
3 – 3.99 years	4
4 – 4.99 years	5
5 – 5.99 years	6
6 – 6.99 years	7
Greater than 7 years	7 plus years

SECTION 2: STEP INCREMENTS

Bargaining unit employees will progress through the step increments based on their years of service within their job classification as of December 1st each calendar year. Each step increment represents a pay increase of 1.75% for Steps 1 through 7. Employees with over 7 years of service in their respective positions will not receive a step increase. Step increments will occur annually on the first full pay period in December beginning December 2026.

SECTION 3: COST OF LIVING ADJUSTMENT

Bargaining unit members with less than 7 years of service as of December 1st of each calendar year shall receive a 2% cost-of-living increase to their existing wage rates. This cost-of-living adjustment will occur during the first full pay period in December. Bargaining unit members with over 7 years of service in their respective positions will receive a 2.75% increase to their existing wage rates. This cost-of-living adjustment will occur annually on the first full pay period in December beginning December 2026.

SECTION 4: PROMOTIONS WITHIN BARGAINING UNIT

Employees who are promoted within the bargaining unit will be positioned at Step 1 of the new classification, as outlined in Section 5: Wage Schedule. If Step 1 of the new classification results in a salary increase of less than 5%, the employee will instead be placed at the next highest step in the new classification to ensure a minimum raise of 5%.

SECTION 5: WAGE SCHEDULE

PLUMBER										
STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$41.6827	\$86,700.0160	\$42.5164	\$88,434.1120	\$43.3669	\$90,203.1520	\$44.2342	\$92,007.1360	\$45.1188	\$93,847.1040
2	\$42.4121	\$88,217.1680	\$43.2601	\$89,981.0080	\$44.1255	\$91,781.0400	\$45.0082	\$93,617.0560	\$45.9082	\$95,489.0560
3	\$43.1544	\$89,761.1520	\$44.0174	\$91,556.1920	\$44.8976	\$93,387.0080	\$45.7957	\$95,255.0560	\$46.7116	\$97,160.1280
4	\$43.9097	\$91,332.1760	\$44.7880	\$93,159.0400	\$45.6837	\$95,022.0960	\$46.5972	\$96,922.1760	\$47.5289	\$98,860.1120
5	\$44.6779	\$92,930.0320	\$45.5717	\$94,789.1360	\$46.4832	\$96,685.0560	\$47.4130	\$98,619.0400	\$48.3611	\$100,591.0880
6	\$45.4597	\$94,556.1760	\$46.3688	\$96,447.1040	\$47.2962	\$98,376.0960	\$48.2424	\$100,344.1920	\$49.2073	\$102,351.1840
7	\$46.2553	\$96,211.0240	\$47.1803	\$98,135.0240	\$48.1241	\$100,098.1280	\$49.0866	\$102,100.1280	\$50.0683	\$104,142.0640
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

SENIOR PLUMBER										
STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$44.2308	\$92,000.0640	\$45.1154	\$93,840.0320	\$46.0178	\$95,717.0240	\$46.9380	\$97,631.0400	\$47.8770	\$99,584.1600
2	\$45.0049	\$93,610.1920	\$45.9049	\$95,482.1920	\$46.8231	\$97,392.0480	\$47.7597	\$99,340.1760	\$48.7150	\$101,327.2000
3	\$45.7924	\$95,248.1920	\$46.7082	\$97,153.0560	\$47.6424	\$99,096.1920	\$48.5952	\$101,078.0160	\$49.5674	\$103,100.1920
4	\$46.5938	\$96,915.1040	\$47.5255	\$98,853.0400	\$48.4760	\$100,830.0800	\$49.4457	\$102,847.0560	\$50.4347	\$104,904.1760
5	\$47.4092	\$98,611.1360	\$48.3573	\$100,583.1840	\$49.3246	\$102,595.1680	\$50.3111	\$104,647.0880	\$51.3174	\$106,740.1920
6	\$48.2390	\$100,337.1200	\$49.2039	\$102,344.1120	\$50.1880	\$104,391.0400	\$51.1919	\$106,479.1520	\$52.2159	\$108,609.0720
7	\$49.0832	\$102,093.0560	\$50.0650	\$104,135.2000	\$51.0664	\$106,218.1120	\$52.0875	\$108,342.0000	\$53.1294	\$110,509.1520
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

ELECTRICIAN TECHNICIAN										
STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$29.4231	\$61,200.0480	\$30.0116	\$62,424.1280	\$30.6116	\$63,672.1280	\$31.2236	\$64,945.0880	\$31.8481	\$66,244.0480
2	\$29.9380	\$62,271.0400	\$30.5366	\$63,516.1280	\$31.1472	\$64,786.1760	\$31.7702	\$66,082.0160	\$32.4058	\$67,404.0640
3	\$30.4621	\$63,361.1680	\$31.0712	\$64,628.0960	\$31.6928	\$65,921.0240	\$32.3265	\$67,239.1200	\$32.9731	\$68,584.0480
4	\$30.9952	\$64,470.0160	\$31.6150	\$65,759.2000	\$32.2472	\$67,074.1760	\$32.8919	\$68,415.1520	\$33.5496	\$69,783.1680
5	\$31.5376	\$65,598.2080	\$32.1683	\$66,910.0640	\$32.8116	\$68,248.1280	\$33.4678	\$69,613.0240	\$34.1371	\$71,005.1680
6	\$32.0895	\$66,746.1600	\$32.7313	\$68,081.1040	\$33.3861	\$69,443.0880	\$34.0539	\$70,832.1120	\$34.7351	\$72,249.0080
7	\$32.6510	\$67,914.0800	\$33.3039	\$69,272.1120	\$33.9698	\$70,657.1840	\$34.6491	\$72,070.1280	\$35.3419	\$73,511.1520
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

ELECTRICIAN										
STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$41.6827	\$86,700.0160	\$42.5164	\$88,434.1120	\$43.3669	\$90,203.1520	\$44.2342	\$92,007.1360	\$45.1188	\$93,847.1040
2	\$42.4121	\$88,217.1680	\$43.2601	\$89,981.0080	\$44.1255	\$91,781.0400	\$45.0082	\$93,617.0560	\$45.9082	\$95,489.0560
3	\$43.1544	\$89,761.1520	\$44.0174	\$91,556.1920	\$44.8976	\$93,387.0080	\$45.7957	\$95,255.0560	\$46.7116	\$97,160.1280

4	\$43.9097	\$91,332.1760	\$44.7880	\$93,159.0400	\$45.6837	\$95,022.0960	\$46.5972	\$96,922.1760	\$47.5289	\$98,860.1120
5	\$44.6779	\$92,930.0320	\$45.5717	\$94,789.1360	\$46.4832	\$96,685.0560	\$47.4130	\$98,619.0400	\$48.3611	\$100,591.0880
6	\$45.4597	\$94,556.1760	\$46.3688	\$96,447.1040	\$47.2962	\$98,376.0960	\$48.2424	\$100,344.1920	\$49.2073	\$102,351.1840
7	\$46.2553	\$96,211.0240	\$47.1803	\$98,135.0240	\$48.1241	\$100,098.1280	\$49.0866	\$102,100.1280	\$50.0683	\$104,142.0640
Employees with greater than 7 years in position										
7+	2.75%		2.75%		2.75%		2.75%		2.75%	

SENIOR ELECTRICIAN										
STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$44.2308	\$92,000.0640	\$45.1154	\$93,840.0320	\$46.0178	\$95,717.0032	\$46.9380	\$97,631.0400	\$47.8770	\$99,584.1600
2	\$45.0049	\$93,610.1920	\$45.9049	\$95,482.1920	\$46.8231	\$97,392.0480	\$47.7597	\$99,340.1760	\$48.7150	\$101,327.2000
3	\$45.7924	\$95,248.1920	\$46.7082	\$97,153.0560	\$47.6424	\$99,096.1920	\$48.5952	\$101,078.0160	\$49.5674	\$103,100.1920
4	\$46.5938	\$96,915.1040	\$47.5255	\$98,853.0400	\$48.4760	\$100,830.0800	\$49.4457	\$102,847.0560	\$50.4347	\$104,904.1760
5	\$47.4092	\$98,611.1360	\$48.3573	\$100,583.1840	\$49.3246	\$102,595.1680	\$50.3111	\$104,647.0880	\$51.3174	\$106,740.1920
6	\$48.2390	\$100,337.1200	\$49.2039	\$102,344.1120	\$50.1880	\$104,391.0400	\$51.1919	\$106,479.1520	\$52.2159	\$108,609.0720
7	\$49.0832	\$102,093.0560	\$50.0650	\$104,135.2000	\$51.0664	\$106,218.1120	\$52.0875	\$108,342.0000	\$53.1294	\$110,509.1520
Employees with greater than 7 years in position										
7+	2.75%		2.75%		2.75%		2.75%		2.75%	

STATIONARY ENGINEER

STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$41.6827	\$86,700.0160	\$42.5164	\$88,434.1120	\$43.3669	\$90,203.1520	\$44.2342	\$92,007.1360	\$45.1188	\$93,847.1040
2	\$42.4121	\$88,217.1680	\$43.2601	\$89,981.0080	\$44.1255	\$91,781.0400	\$45.0082	\$93,617.0560	\$45.9082	\$95,489.0560
3	\$43.1544	\$89,761.1520	\$44.0174	\$91,556.1920	\$44.8976	\$93,387.0080	\$45.7957	\$95,255.0560	\$46.7116	\$97,160.1280
4	\$43.9097	\$91,332.1760	\$44.7880	\$93,159.0400	\$45.6837	\$95,022.0960	\$46.5972	\$96,922.1760	\$47.5289	\$98,860.1120
5	\$44.6779	\$92,930.0320	\$45.5717	\$94,789.1360	\$46.4832	\$96,685.0560	\$47.4130	\$98,619.0400	\$48.3611	\$100,591.0880
6	\$45.4597	\$94,556.1760	\$46.3688	\$96,447.1040	\$47.2962	\$98,376.0960	\$48.2424	\$100,344.1920	\$49.2073	\$102,351.1840
7	\$46.2553	\$96,211.0240	\$47.1803	\$98,135.0240	\$48.1241	\$100,098.1280	\$49.0866	\$102,100.1280	\$50.0683	\$104,142.0640
Employees with greater than 7 years in position										
7+	2.75%		2.75%		2.75%		2.75%		2.75%	

BUILDING AUTOMATION SYSTEMS TECHNICIAN

STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$41.6827	\$86,700.0160	\$42.5164	\$88,434.1120	\$43.3669	\$90,203.1520	\$44.2342	\$92,007.1360	\$45.1188	\$93,847.1040
2	\$42.4121	\$88,217.1680	\$43.2601	\$89,981.0080	\$44.1255	\$91,781.0400	\$45.0082	\$93,617.0560	\$45.9082	\$95,489.0560
3	\$43.1544	\$89,761.1520	\$44.0174	\$91,556.1920	\$44.8976	\$93,387.0080	\$45.7957	\$95,255.0560	\$46.7116	\$97,160.1280
4	\$43.9097	\$91,332.1760	\$44.7880	\$93,159.0400	\$45.6837	\$95,022.0960	\$46.5972	\$96,922.1760	\$47.5289	\$98,860.1120
5	\$44.6779	\$92,930.0320	\$45.5717	\$94,789.1360	\$46.4832	\$96,685.0560	\$47.4130	\$98,619.0400	\$48.3611	\$100,591.0880
6	\$45.4597	\$94,556.1760	\$46.3688	\$96,447.1040	\$47.2962	\$98,376.0960	\$48.2424	\$100,344.1920	\$49.2073	\$102,351.1840
7	\$46.2553	\$96,211.0240	\$47.1803	\$98,135.0240	\$48.1241	\$100,098.1280	\$49.0866	\$102,100.1280	\$50.0683	\$104,142.0640
Employees with greater than 7 years in position										
7+	2.75%		2.75%		2.75%		2.75%		2.75%	

SENIOR BUILDING AUTOMATION SYSTEMS TECHNICIAN

STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$44.2308	\$92,000.0640	\$45.1154	\$93,840.0320	\$46.0178	\$95,717.0240	\$46.9380	\$97,631.0400	\$47.8770	\$99,584.1600
2	\$45.0049	\$93,610.1920	\$45.9049	\$95,482.1920	\$46.8231	\$97,392.0480	\$47.7597	\$99,340.1760	\$48.7150	\$101,327.2000
3	\$45.7924	\$95,248.1920	\$46.7082	\$97,153.0560	\$47.6424	\$99,096.1920	\$48.5952	\$101,078.0160	\$49.5674	\$103,100.1920
4	\$46.5938	\$96,915.1040	\$47.5255	\$98,853.0400	\$48.4760	\$100,830.0800	\$49.4457	\$102,847.0560	\$50.4347	\$104,904.1760
5	\$47.4092	\$98,611.1360	\$48.3573	\$100,583.1840	\$49.3246	\$102,595.1680	\$50.3111	\$104,647.0880	\$51.3174	\$106,740.1920
6	\$48.2390	\$100,337.1200	\$49.2039	\$102,344.1120	\$50.1880	\$104,391.0400	\$51.1919	\$106,479.1520	\$52.2159	\$108,609.0720
7	\$49.0832	\$102,093.0560	\$50.0650	\$104,135.2000	\$51.0664	\$106,218.1120	\$52.0876	\$108,342.2080	\$53.1294	\$110,509.1520
Employees with greater than 7 years in position										
7+	2.75%		2.75%		2.75%		2.75%		2.75%	

HVAC / REFRIGERATION MECHANIC

STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$41.6827	\$86,700.0160	\$42.5164	\$88,434.1120	\$43.3669	\$90,203.1520	\$44.2342	\$92,007.1360	\$45.1188	\$93,847.1040
2	\$42.4121	\$88,217.1680	\$43.2601	\$89,981.0080	\$44.1255	\$91,781.0400	\$45.0082	\$93,617.0560	\$45.9082	\$95,489.0560
3	\$43.1544	\$89,761.1520	\$44.0174	\$91,556.1920	\$44.8976	\$93,387.0080	\$45.7957	\$95,255.0560	\$46.7116	\$97,160.1280
4	\$43.9097	\$91,332.1760	\$44.7880	\$93,159.0400	\$45.6837	\$95,022.0960	\$46.5972	\$96,922.1760	\$47.5289	\$98,860.1120
5	\$44.6779	\$92,930.0320	\$45.5717	\$94,789.1360	\$46.4832	\$96,685.0560	\$47.4130	\$98,619.0400	\$48.3611	\$100,591.0880
6	\$45.4597	\$94,556.1760	\$46.3688	\$96,447.1040	\$47.2962	\$98,376.0960	\$48.2424	\$100,344.1920	\$49.2073	\$102,351.1840
7	\$46.2553	\$96,211.0240	\$47.1803	\$98,135.0240	\$48.1241	\$100,098.1280	\$49.0866	\$102,100.1280	\$50.0683	\$104,142.0640
Employees with greater than 7 years in position										
7+	2.75%		2.75%		2.75%		2.75%		2.75%	

STATIONARY ENGINEER PM LEAD

STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$44.2308	\$92,000.0640	\$45.1154	\$93,840.0320	\$46.0178	\$95,717.0032	\$46.9380	\$97,631.0400	\$47.8770	\$99,584.1600
2	\$45.0049	\$93,610.1920	\$45.9049	\$95,482.1920	\$46.8231	\$97,392.0480	\$47.7597	\$99,340.1760	\$48.7150	\$101,327.2000
3	\$45.7924	\$95,248.1920	\$46.7082	\$97,153.0560	\$47.6424	\$99,096.1920	\$48.5952	\$101,078.0160	\$49.5674	\$103,100.1920
4	\$46.5938	\$96,915.1040	\$47.5255	\$98,853.0400	\$48.4760	\$100,830.0800	\$49.4457	\$102,847.0560	\$50.4347	\$104,904.1760
5	\$47.4092	\$98,611.1360	\$48.3573	\$100,583.1840	\$49.3246	\$102,595.1680	\$50.3111	\$104,647.0880	\$51.3174	\$106,740.1920
6	\$48.2390	\$100,337.1200	\$49.2039	\$102,344.1120	\$50.1880	\$104,391.0400	\$51.1919	\$106,479.1520	\$52.2159	\$108,609.0720
7	\$49.0832	\$102,093.0560	\$50.0650	\$104,135.2000	\$51.0664	\$106,218.1120	\$52.0876	\$108,342.2080	\$53.1294	\$110,509.1520
Employees with greater than 7 years in position										
7+	2.75%		2.75%		2.75%		2.75%		2.75%	

MAINTENANCE TECHNICIAN

STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$28.1611	\$58,575.0880	\$28.7246	\$59,747.1680	\$29.2991	\$60,942.1280	\$29.8851	\$62,161.0080	\$30.4827	\$63,404.0160
2	\$28.6539	\$59,600.1120	\$29.2270	\$60,792.1600	\$29.8116	\$62,008.1280	\$30.4077	\$63,248.0160	\$31.0159	\$64,513.0720
3	\$29.1553	\$60,643.0240	\$29.7385	\$61,856.0800	\$30.3332	\$63,093.0560	\$30.9400	\$64,355.2000	\$31.5587	\$65,642.0960
4	\$29.6654	\$61,704.0320	\$30.2587	\$62,938.0960	\$30.8640	\$64,197.1200	\$31.4813	\$65,481.1040	\$32.1111	\$66,791.0880
5	\$30.1847	\$62,784.1760	\$30.7885	\$64,040.0800	\$31.4044	\$65,321.1520	\$32.0323	\$66,627.1840	\$32.6731	\$67,960.0480
6	\$30.7130	\$63,883.0400	\$31.3275	\$65,161.2000	\$31.9539	\$66,464.1120	\$32.5928	\$67,793.0240	\$33.2448	\$69,149.1840
7	\$31.2505	\$65,001.0400	\$31.8755	\$66,301.0400	\$32.5130	\$67,627.0400	\$33.1635	\$68,980.0800	\$33.8270	\$70,360.1600
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

SENIOR MAINTENANCE TECHNICIAN

STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$30.7212	\$63,900.0960	\$31.3356	\$65,178.0480	\$31.9625	\$66,482.0000	\$32.6020	\$67,812.1600	\$33.2539	\$69,168.1120
2	\$31.2587	\$65,018.0960	\$31.8837	\$66,318.0960	\$32.5212	\$67,644.0960	\$33.1717	\$68,997.1360	\$33.8351	\$70,377.0080
3	\$31.8058	\$66,156.0640	\$32.4419	\$67,479.1520	\$33.0909	\$68,829.0720	\$33.7529	\$70,206.0320	\$34.4279	\$71,610.0320
4	\$32.3625	\$67,314.0000	\$33.0097	\$68,660.1760	\$33.6698	\$70,033.1840	\$34.3433	\$71,434.0640	\$35.0303	\$72,863.0240
5	\$32.9289	\$68,492.1120	\$33.5875	\$69,862.0000	\$34.2592	\$71,259.1360	\$34.9443	\$72,684.1440	\$35.6433	\$74,138.0640
6	\$33.5053	\$69,691.0240	\$34.1755	\$71,085.0400	\$34.8592	\$72,507.1360	\$35.5563	\$73,957.1040	\$36.2674	\$75,436.1920
7	\$34.0919	\$70,911.1520	\$34.7736	\$72,329.0880	\$35.4693	\$73,776.1440	\$36.1789	\$75,252.1120	\$36.9025	\$76,757.2000
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

WASTEWATER FACILITIES OPERATOR-CLASS 4

STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$30.0962	\$62,600.0960	\$30.6981	\$63,852.0480	\$31.3121	\$65,129.1680	\$31.9385	\$66,432.0800	\$32.5775	\$67,761.2000
2	\$30.6231	\$63,696.0480	\$31.2356	\$64,970.0480	\$31.8601	\$66,269.0080	\$32.4972	\$67,594.1760	\$33.1472	\$68,946.1760
3	\$31.1592	\$64,811.1360	\$31.7823	\$66,107.1840	\$32.4178	\$67,429.0240	\$33.0664	\$68,778.1120	\$33.7279	\$70,154.0320
4	\$31.7044	\$65,945.1520	\$32.3385	\$67,264.0800	\$32.9851	\$68,609.0080	\$33.6448	\$69,981.1840	\$34.3178	\$71,381.0240
5	\$32.2592	\$67,099.1360	\$32.9044	\$68,441.1520	\$33.5625	\$69,810.0000	\$34.2337	\$71,206.0960	\$34.9183	\$72,630.0640
6	\$32.8236	\$68,273.0880	\$33.4799	\$69,638.1920	\$34.1496	\$71,031.1680	\$34.8327	\$72,452.0160	\$35.5294	\$73,901.1520
7	\$33.3981	\$69,468.0480	\$34.0659	\$70,857.0720	\$34.7472	\$72,274.1760	\$35.4419	\$73,719.1520	\$36.1505	\$75,193.0400
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

WASTEWATER FACILITIES OPERATOR-CLASS 3

STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$32.5962	\$67,800.0960	\$33.2481	\$69,156.0480	\$33.9130	\$70,539.0400	\$34.5914	\$71,950.1120	\$35.2832	\$73,389.0560
2	\$33.1669	\$68,987.1520	\$33.8303	\$70,367.0240	\$34.5068	\$71,774.1440	\$35.1967	\$73,209.1360	\$35.9005	\$74,673.0400
3	\$33.7472	\$70,194.1760	\$34.4222	\$71,598.1760	\$35.1106	\$73,030.0480	\$35.8130	\$74,491.0400	\$36.5294	\$75,981.1520
4	\$34.3375	\$71,422.0000	\$35.0241	\$72,850.1280	\$35.7246	\$74,307.1680	\$36.4390	\$75,793.1200	\$37.1678	\$77,309.0240
5	\$34.9385	\$72,672.0800	\$35.6371	\$74,125.1680	\$36.3500	\$75,608.0000	\$37.0770	\$77,120.1600	\$37.8183	\$78,662.0640
6	\$35.5500	\$73,944.0000	\$36.2611	\$75,423.0880	\$36.9861	\$76,931.0880	\$37.7260	\$78,470.0800	\$38.4803	\$80,039.0240
7	\$36.1722	\$75,238.1760	\$36.8957	\$76,743.0560	\$37.6337	\$78,278.0960	\$38.3866	\$79,844.1280	\$39.1544	\$81,441.1520
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

WASTEWATER FACILITIES OPERATOR-CLASS 2

STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$35.9135	\$74,700.0800	\$36.6318	\$76,194.1440	\$37.3645	\$77,718.1600	\$38.1116	\$79,272.1280	\$38.8736	\$80,857.0880
2	\$36.5419	\$76,007.1520	\$37.2726	\$77,527.0080	\$38.0183	\$79,078.0640	\$38.7789	\$80,660.1120	\$39.5544	\$82,273.1520
3	\$37.1813	\$77,337.1040	\$37.9250	\$78,884.0000	\$38.6837	\$80,462.0960	\$39.4573	\$82,071.1840	\$40.2462	\$83,712.0960
4	\$37.8318	\$78,690.1440	\$38.5885	\$80,264.0800	\$39.3601	\$81,869.0080	\$40.1472	\$83,506.1760	\$40.9500	\$85,176.0000
5	\$38.4938	\$80,067.1040	\$39.2635	\$81,668.0800	\$40.0486	\$83,301.0880	\$40.8496	\$84,967.1680	\$41.6664	\$86,666.1120
6	\$39.1674	\$81,468.1920	\$39.9505	\$83,097.0400	\$40.7496	\$84,759.1680	\$41.5645	\$86,454.1600	\$42.3957	\$88,183.0560
7	\$39.8529	\$82,894.0320	\$40.6500	\$84,552.0000	\$41.4630	\$86,243.0400	\$42.2924	\$87,968.1920	\$43.1380	\$89,727.0400
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

WASTEWATER FACILITIES OPERATOR-CLASS 1										
STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$41.6827	\$86,700.0160	\$42.5164	\$88,434.1120	\$43.3669	\$90,203.1520	\$44.2342	\$92,007.1360	\$45.1188	\$93,847.1040
2	\$42.4121	\$88,217.1680	\$43.2601	\$89,981.0080	\$44.1255	\$91,781.0400	\$45.0082	\$93,617.0560	\$45.9082	\$95,489.0560
3	\$43.1544	\$89,761.1520	\$44.0174	\$91,556.1920	\$44.8976	\$93,387.0080	\$45.7957	\$95,255.0560	\$46.7116	\$97,160.1280
4	\$43.9097	\$91,332.1760	\$44.7880	\$93,159.0400	\$45.6837	\$95,022.0960	\$46.5972	\$96,922.1760	\$47.5289	\$98,860.1120
5	\$44.6779	\$92,930.0320	\$45.5717	\$94,789.1360	\$46.4832	\$96,685.0560	\$47.4130	\$98,619.0400	\$48.3611	\$100,591.0880
6	\$45.4597	\$94,556.1760	\$46.3688	\$96,447.1040	\$47.2962	\$98,376.0960	\$48.2424	\$100,344.1920	\$49.2073	\$102,351.1840
7	\$46.2553	\$96,211.0240	\$47.1803	\$98,135.0240	\$48.1241	\$100,098.1280	\$49.0866	\$102,100.1280	\$50.0683	\$104,142.0640
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

WATER FACILITIES OPERATOR-CLASS C										
STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$30.7212	\$63,900.0960	\$31.3356	\$65,178.0480	\$31.9625	\$66,482.0000	\$32.6020	\$67,812.1600	\$33.2539	\$69,168.1120
2	\$31.2587	\$65,018.0960	\$31.8837	\$66,318.0960	\$32.5212	\$67,644.0960	\$33.1717	\$68,997.1360	\$33.8351	\$70,377.0080
3	\$31.8058	\$66,156.0640	\$32.4419	\$67,479.1520	\$33.0909	\$68,829.0720	\$33.7529	\$70,206.0320	\$34.4279	\$71,610.0320
4	\$32.3625	\$67,314.0000	\$33.0097	\$68,660.1760	\$33.6698	\$70,033.1840	\$34.3433	\$71,434.0640	\$35.0303	\$72,863.0240
5	\$32.9289	\$68,492.1120	\$33.5875	\$69,862.0000	\$34.2592	\$71,259.1360	\$34.9443	\$72,684.1440	\$35.6433	\$74,138.0640
6	\$33.5053	\$69,691.0240	\$34.1755	\$71,085.0400	\$34.8592	\$72,507.1360	\$35.5563	\$73,957.1040	\$36.2674	\$75,436.1920
7	\$34.0919	\$70,911.1520	\$34.7736	\$72,329.0880	\$35.4693	\$73,776.1440	\$36.1789	\$75,252.1120	\$36.9025	\$76,757.2000
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

WATER FACILITIES OPERATOR-CLASS B										
STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$32.5962	\$67,800.0960	\$33.2481	\$69,156.0480	\$33.9130	\$70,539.0400	\$34.5914	\$71,950.1120	\$35.2832	\$73,389.0560
2	\$33.1669	\$68,987.1520	\$33.8303	\$70,367.0240	\$34.5068	\$71,774.1440	\$35.1967	\$73,209.1360	\$35.9005	\$74,673.0400
3	\$33.7472	\$70,194.1760	\$34.4222	\$71,598.1760	\$35.1106	\$73,030.0480	\$35.8130	\$74,491.0400	\$36.5294	\$75,981.1520
4	\$34.3375	\$71,422.0000	\$35.0241	\$72,850.1280	\$35.7246	\$74,307.1680	\$36.4390	\$75,793.1200	\$37.1678	\$77,309.0240
5	\$34.9385	\$72,672.0800	\$35.6371	\$74,125.1680	\$36.3500	\$75,608.0000	\$37.0770	\$77,120.1600	\$37.8183	\$78,662.0640
6	\$35.5500	\$73,944.0000	\$36.2611	\$75,423.0880	\$36.9861	\$76,931.0880	\$37.7260	\$78,470.0800	\$38.4803	\$80,039.0240
7	\$36.1722	\$75,238.1760	\$36.8957	\$76,743.0560	\$37.6337	\$78,278.0960	\$38.3866	\$79,844.1280	\$39.1544	\$81,441.1520
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

WATER FACILITIES OPERATOR-CLASS A										
STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$41.6827	\$86,700.0160	\$42.5164	\$88,434.1120	\$43.3669	\$90,203.1520	\$44.2342	\$92,007.1360	\$45.1188	\$93,847.1040
2	\$42.4121	\$88,217.1680	\$43.2601	\$89,981.0080	\$44.1255	\$91,781.0400	\$45.0082	\$93,617.0560	\$45.9082	\$95,489.0560
3	\$43.1544	\$89,761.1520	\$44.0174	\$91,556.1920	\$44.8976	\$93,387.0080	\$45.7957	\$95,255.0560	\$46.7116	\$97,160.1280
4	\$43.9097	\$91,332.1760	\$44.7880	\$93,159.0400	\$45.6837	\$95,022.0960	\$46.5972	\$96,922.1760	\$47.5289	\$98,860.1120
5	\$44.6779	\$92,930.0320	\$45.5717	\$94,789.1360	\$46.4832	\$96,685.0560	\$47.4130	\$98,619.0400	\$48.3611	\$100,591.0880
6	\$45.4597	\$94,556.1760	\$46.3688	\$96,447.1040	\$47.2962	\$98,376.0960	\$48.2424	\$100,344.1920	\$49.2073	\$102,351.1840
7	\$46.2553	\$96,211.0240	\$47.1803	\$98,135.0240	\$48.1241	\$100,098.1280	\$49.0866	\$102,100.1280	\$50.0683	\$104,142.0640
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

WATER OPERATOR TECHNICIAN										
STEP	Effective Date		First Per Period After 12/01/2026		First Per Period After 12/01/2027		First Per Period After 12/01/2028		First Per Period After 12/01/2029	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$23.0770	\$48,000.1600	\$23.5385	\$48,960.0800	\$24.0092	\$49,939.1360	\$24.4895	\$50,938.1600	\$24.9794	\$51,957.1520
2	\$23.4808	\$48,840.0640	\$23.9505	\$49,817.0400	\$24.4294	\$50,813.1520	\$24.9178	\$51,829.0240	\$25.4164	\$52,866.1120
3	\$23.8919	\$49,695.1520	\$24.3698	\$50,689.1840	\$24.8573	\$51,703.1840	\$25.3544	\$52,737.1520	\$25.8616	\$53,792.1280
4	\$24.3101	\$50,565.0080	\$24.7962	\$51,576.0960	\$25.2924	\$52,608.1920	\$25.7981	\$53,660.0480	\$26.3140	\$54,733.1200
5	\$24.7356	\$51,450.0480	\$25.2303	\$52,479.0240	\$25.7351	\$53,529.0080	\$26.2500	\$54,600.0000	\$26.7750	\$55,692.0000
6	\$25.1683	\$52,350.0640	\$25.6717	\$53,397.1360	\$26.1851	\$54,465.0080	\$26.7087	\$55,554.0960	\$27.2428	\$56,665.0240
7	\$25.6090	\$53,266.7200	\$26.1207	\$54,331.0560	\$26.6433	\$55,418.0640	\$27.1760	\$56,526.0800	\$27.7198	\$57,657.1840
Employees with greater than 7 years in position										
7+		2.75%		2.75%		2.75%		2.75%		2.75%

SECTION 6: Wastewater Facilities Operators and Water Facilities Operators.

Wastewater Facilities Operators and Water Facilities Operators will receive the salary increases for each classification listed in Section 5: wage schedule, upon submittal of proof of certification. Employees shall not receive retroactive pay for certifications but will have them processed within 1 month of all requirements being met.

It should be understood that an Operator-In-Training (OIT) certification will not be accepted for the salary increases listed for current employees. Current employees must have a valid license with no listed restrictions to be eligible for the salary increase. For open positions, Operator in training (OIT) status will be considered for external and internal applicants. A newly hired or promoted Operator must possess a valid license with no restrictions within 6 months of hire or promotion. An Operator unable to obtain full certification from the IEPA may be terminated.

ARTICLE IX **HOLIDAYS**

Section 1. Designation of Holidays. All employees covered by this Bargaining Agreement shall receive holidays equivalent to the provisions adopted within the DuPage County Board Employment Policies and Guidelines, and applicable County Board Resolutions through the length of the contract.

Section 2. Eligibility Requirements. To be eligible for holiday pay, an employee must work in the week in which the holiday falls and must work his/her full scheduled workday immediately preceding and following the holiday unless proof of excusable absence is established to the satisfaction of the Department Head.

Section 3. Holiday During Scheduled Day Off. When a holiday is observed by the County on an employee's normally scheduled day off, the employee will receive an extra day's pay in lieu of the holiday or will be allowed to bank the eight hours of holiday time off as compensatory time as allowed in Article VII, Section 8.

Section 4. Personal Days. As part of this bargaining process, the County and the Union have agreed to waive the paid leave for all workers act in favor of the Personal Days Policy as described below.

All employees covered by this Bargaining Agreement shall receive five Personal Days each year. The Personal Days may be taken any time during the calendar year subject to the advance approval of Department Head or his designee. Personal Days may not be carried over into the next year.

During the first calendar year of employment, the following schedule shall apply:

PROBATIONARY PERIOD ENDS	ELIGIBLE FOR
January – March	5 days
April – June	3 days
July – September	1 day
October – December	0 (none)

Newly hired employees must successfully complete the required probationary period before they are eligible for personal days.

Section 5. Holiday Pay. All employees shall receive eight (8) hours of pay for each holiday. Employees who perform work on a holiday shall additionally be compensated at time and one half (1 ½) their regular rate of pay for the first eight (8) hours of time actually worked on such holiday, with a guaranteed minimum of two and one half (2.5) hours should an employee be called out on a holiday; except that any employee that is called out to work on an emergency basis on Thanksgiving Day, Christmas Day, New Year's Day or Independence Day shall be compensated at double their regular rate of pay for all hours worked on the actual holiday. The employee will be paid double time for all hours worked above the eight (8) hours of work on the holiday. For those Departments that operate a 24-hour/7-day work week schedule, the actual holiday will take precedence for holiday pay over the observed holiday.

Eligibility Requirements: To be eligible for holiday pay, an employee must work in the week in which the holiday falls and must work his/her full scheduled workday immediately preceding and following the holiday unless proof of excusable absence is established to the satisfaction of the Department Head.

Section 6. Authorized Closings. On the days when the County Board declares an emergency and allows employees to go home early with pay, or stay at home with pay, bargaining unit employees who

are not given the time off shall be granted compensatory time at straight time for all hours actually worked during their shift.

ARTICLE X
VACATIONS

Section 1. Eligibility Amount. Each employee in a position covered by this bargaining agreement shall be eligible for paid vacation time after completion of six months of consecutive service with the County based upon the following schedule of continued service:

VACATION SCHEDULE

YEARS OF CONTINUOUS SERVICE	VACATION DAYS PAID ANNUALLY	HOURS PER WORK WEEK	ACCRUED HOURS PER MONTH
0 through the completion of the fourth (4) year	10 Days	40.0 Hours	6.67 Hours
Beginning of the fifth (5) year through the completion of the Ninth (9) year	15 Days	40.0 Hours	10.00 Hours
Beginning of the tenth (10) year through the completion of the Nineteenth (19) year	20 Days	40.0 Hours	13.33 Hours
The beginning of the twentieth (20) year or more	25 Days	40.0 Hours	16.67 Hours

If the DuPage County Board adopts a policy allowing more than 25 vacation days annually to its non-union employees, then Local 399 DuPage County employees shall receive the additional vacation days under the terms established by the county for the non-union employees, such as required years of service.

Vacation is accrued on a monthly basis but will be calculated and credited in advance for each calendar year in January for all bargaining unit employees. Should an employee's employment be terminated (voluntarily or involuntarily) prior to December 31 of any given year and the employee has used his or her vacation time in advance of it actually accruing on the monthly basis, the employee will be responsible for reimbursing the County for all time used, but unearned. The reimbursement for all vacation time used but unearned will be deducted from the final paycheck(s) that is to be issued to the employee.

Section 2. Vacation Pay. Vacation pay shall be paid at the rate of the employee's regular straight-time hourly rate of pay in effect for the employee's regular job classification on the pay date immediately preceding the employee's vacation.

Section 3. Vacation Scheduling. Vacations shall be scheduled insofar as practicable at times desired by each employee, with the determination of preference in each work unit being made on the basis of an employee's length of continuous service in the classification. Requests for vacation time of one (1) day or less should be submitted at least twenty-four (24) hours in advance. Requests for vacation time of two (2) days or more should be submitted at least two (2) weeks in advance. It is expressly understood that the final right to designate vacation periods and the maximum number of employee(s) who may be on vacation at any one time is exclusively reserved by the County in order to ensure the orderly performance of the services provided by the County. For example, from December 14th through January 1st, employee's requesting more than two (2) vacation days may not be approved. Vacation time may not be taken in less than one work day increments, e.g., 8 hours for employees regularly scheduled to work 8 hours per day and 10 hours for employees regularly scheduled to work 10 hours per day, provided that the employee's Department Head, at his sole discretion, may approve vacation time in a smaller increment.

Section 4. Limitation on Accumulation of Earned Vacation. Earned vacation days shall normally be taken within one year after they are earned. A maximum of ten (10) earned vacation days may be carried over from one year to the next with the written approval of the Department Head.

Section 5. Vacation Pay Upon Termination. If the employee elects to receive paid vacation upon voluntary termination, the paid vacation shall be computed on the basis of the employee's base salary in effect at the time of the voluntary termination and no additional benefits will accrue or be paid during said vacation. If an employee does not give at least two weeks' advance written notice of a decision by the employee to terminate his/her employment with the County, up to eighty (80) hours of vacation pay may be withheld by the County.

Section 6. Request for Vacation Payout. Once an employee has completed five (5) years of continuous service (i.e.: as of an employee's six (6) year anniversary date), he may elect to receive monetary payment for up to five (5) days of his vacation accrual at full value. Upon completion of fifteen (15) years of continuous service, an employee may elect to receive monetary payment for up to ten (10) days of vacation at full value. Vacation payouts may only occur one time per calendar year.

ARTICLE XI
LEAVES OF ABSENCE

Section 1. Sick Leave. All employees covered by this Bargaining Agreement, who have completed one (1) month of continuous service with the County, shall be entitled to sick leave. Sick Leave is a benefit in recognition that employees may occasionally be absent because of various illnesses or injuries. Employees covered by this Bargaining Agreement will accrue eight (8) sick days annually. Sick time credits will accrue on a monthly basis at a rate of five and 1/3 (5.33) hours.

- A. Sick time hours accrued and banked, may be used during the course of employment for the employee's own health condition or to care for an immediate family member who requires the employee's care or other reasons as stated within the Policy handbook.
- B. As of September 11, 2012, all sick time hours accrued, unused, and banked will be frozen for purposes of eligibility for monetary compensation. This accrued sick time will continue to be eligible for pay based on years of service at time of separation, as outlined in procedures 6 and 7.
- C. Sick time earned after September 11, 2012, may be accrued up to a maximum of 100 days. This bank will be maintained separately from sick time banked prior to contract ratification. Sick time may be used as follows:
 - (a) For the employee's own health condition or to care for an immediate family member who requires the employee's care or other reasons as stated within the Policy handbook.
 - (b) To obtain service credit to the full extent allowed by Illinois law and IMRF policies, if any.

Use of Sick Leave. To the extent permitted by law, sick leave can only be used for an approved absence that falls under the following guidelines:

- Illness or injury of employee or employee's dependent,
- Emergency medical or dental care.
- Exposure to contagious disease and possible endangering of others by attendance on duty.
- Preventative care.

Notification of Sick Leave

1. Vacation and Compensatory time will not be used for sick call-ins unless extenuating circumstances exists with approval of the Department Head or designee.
2. An employee calling in sick must call in to his or her supervisor, or the designated supervisor, before his or her assigned start time.
3. In addition, an employee who has called in to the 24-hour number must also contact his or her supervisor directly on the same day of the call-in: by 12:00 noon for the day shift or by 3:00 p.m. for the night shift when illness or injury prevents them from coming to work.
4. If an employee fails to contact his or her supervisor directly by 12:00 noon for the day shift and by 3:00 p.m. for the night shift on the same day of the call-in, the absence may be unpaid, at the discretion of the supervisor.
5. An employee must notify his supervisor or designated supervisor, for each shift, which he is unable to work. Each call should follow the above guidelines.
6. A doctor's note will be required of employees who are out for three (3), or more, days.
7. An employee must work the week in which the holiday falls and must work his/her full scheduled work day immediately preceding and following the holiday; if absent on either of those days the employee must submit a doctor's note upon return to work in order to be paid for the holiday.

Payout For Accrued Sick Time

Effective August 13, 2024, employees that have accrued sick time with monetary value may request a payout for a portion, or all, of this accrued sick time benefit without submitting a notice of separation from the County, as follows:

- a. Employees hired up to and including November 1, 2005, are eligible for payment of accrued sick time earned prior to December 1, 2011, at a rate of 100% of their current payrate.
- b. Employees hired after November 1, 2005, are eligible for payment of accrued sick time earned prior to December 1, 2011, at a rate of 50% of their current payrate.
- c. A Request for Payment of Accrued Sick Leave – PRE-FY12 Sick Bank form must be completed and submitted to receive this payout.
- d. A request for payment of accrued sick leave may be made up to four (4) times per year and will be processed on the last pay period of each quarter of the calendar year (last pay period of March, June, September and December).

PROCEDURES

1. Sick time will not accrue during any personal leave of absence or during any medical leave of absence greater than thirty (30) days.
2. Sick time accrued prior to September 11, 2012 will accrue and be carried over from year to year up to a maximum of 250 days, any sick time greater than 250 days will be forfeited.
3. Eligible employees may receive payment for accrued, unused sick time as indicated below, based on employment date.
4. Employees who sign a formal notice of separation may receive such payment for accrued, unused sick time up to six (6) months prior to their separation.
5. Employees may not request payment for any sick time that has not yet been earned.

For employees hired prior to November 1, 2005:

- A. Once an employee accrues thirty (30) days of sick time, they have the option to receive monetary compensation for up to five (5) days of sick time, one time per calendar year, at the payout percentage based on their length of service as indicated in the Payout Table below.
- B. Upon separation or layoff, the employee has the option to either:
 1. Receive monetary compensation for accrued, unused, sick time, based on the Sick Time Payout Table below; or
 2. To obtain service credit to the full extent allowed by Illinois law and IMRF policies, if any.

YEARS OF COMPLETED CONTINUOUS SERVICE	MONETARY COMPENSATION PERCENTAGE RATE
5 through 7 years	50%
8 through 10 years	67%
11 through 15 years	75%
16 years or greater	100%

For employees hired after November 1, 2005:

- A. For an employee who has completed eight (8) years of service, upon separation or layoff, the employee will have the option to either:
1. Receive monetary compensation for accrued, unused sick time at 50% of the value no more than one time per calendar year; or,
 2. To obtain service credit to the full extent allowed by Illinois law and IMRF policies, if any.

Donated Sick Time

- A.) **Eligibility.** To qualify, the employee requesting donated sick time must:
- a. Have a non-work-related serious illness or injury, as verified in writing by a health care provider, which meets the definition of a serious health condition under the Family and Medical Leave Act (FMLA) and an estimated date of return to full duty from a health care provider; or
 - b. Have a spouse, domestic partner, or dependent who resides in the employee's household with a serious illness or injury, as verified in writing by a health care provider, which meets the definition of a serious health condition under the Family and Medical Leave Act (FMLA);
 - c. Have an insufficient amount of accrued and unused sick time to cover the estimated period of absence;
- B.) **Approval.** Upon approval of an employee's request for donated sick time, the Human Resources Department shall:
- a. Notify bargaining unit members of the requesting employee's need for donated sick time while respecting the employee's right of privacy; and
 - b. Approve payment of any such donated sick time to the requesting employee up to the amount of donated leave, or the hours necessary to the employee with their regular, straight time pay for such pay period, whichever is less.
- C.) **Donating Sick Time.** A bargaining unit member may donate accrued and unused sick time to any other Local 399 bargaining unit member who has been approved to receive donated sick time as long as the donating bargaining unit member retains a sick leave balance of at least 40 hours after deduction of the hours offered for donation.
- a. Donations of sick time shall be in one-hour increments.
- D.) **Use of Donated Sick Time**
- a. A bargaining unit member receiving donated sick time shall be paid at their regular rate regardless of the rate of pay of the employee donating such leave.

- b. Sick time shall be deducted from donating bargaining unit members in the order donated and shall be credited to the receiving bargaining unit member's account on pay day up to the amount necessary for the bargaining unit member to be paid their regular two weeks' pay. No sick time shall accumulate in the account of a receiving employee or be converted to cash or compensatory time. Any sick time donated by a bargaining unit member that is not used shall remain in the account of the donating bargaining unit member.
- c. A bargaining unit member using donated sick time shall be in active pay status and shall accrue sick time and be entitled to any other benefits they would normally receive. All sick time or other paid leave provided to, or accrued by, a bargaining unit member while using donated sick time shall be used in the following pay period first before donated sick time is used.
- d. A bargaining unit member approved to receive donated sick leave shall be eligible to receive such leave until the bargaining unit member:
 - i. Returns to full duty; or
 - ii. Exhausts all donated leave; or
 - iii. Has been on donated sick leave for a total of six months.

Bargaining unit members absent from work and receiving donated sick leave may not work, perform services, receive, or earn compensation for or from any other entity, including the bargaining unit member's own business, from the beginning of such absence until the employee returns to work.

E.) Donated Sick Leave

- a. A bargaining unit member requesting the use of donated sick time must submit a Request to Receive Donated Sick Time Form, to the Human Resources Department along with a written certification from a health care provider of the employee's serious health condition, on a Health Certification Form, and an estimated date of the bargaining unit member's return to full duty, must be attached to the request.
- b. Upon approval of a request for donated sick time, Human resources shall complete a Notice to Donate Sick Time and forward copies to each bargaining unit members.
- c. Bargaining unit members wishing to donate sick time to a fellow bargaining unit member eligible for donation shall complete their portion of the Notice to Donate Sick Time, sign and date it (including the time of signature) and return it to Human resources.

- d. Human Resources shall confirm the bargaining unit members wishing to donate sick time have sufficient balance to do so and shall allocate sick time pursuant to this Article.

Section 2. Jury Leave. Any employee who is subpoenaed as a result of his regular job duties, or otherwise required to serve on a jury shall be excused from work without loss of regular straight-time pay for the days or portions thereof on which the employee must be present for such service and on which the employee would have otherwise been scheduled to work. The employee shall submit documentation evidencing that he/she appeared and served as a juror and shall remit any witness fee in order to receive pay for such jury service. The employee may retain any money received to cover travel, meal, and /or lodging expenses. If an employee is released from being a witness or from jury duty during normal work hours, the employee shall immediately notify his supervisor and may be instructed to report back to work.

Section 3. Military Leave. Employer agrees to comply with all applicable Federal and State laws relative to Military service of employees. Any dispute over an alleged violation of this section may be pursued through the appropriate step in the grievance procedure prior to arbitration.

Section 4. Bereavement/Funeral Time

All employees covered by this Bargaining Agreement shall receive Bereavement/Funeral Time equivalent to the provisions adopted within the DuPage County Board Employee Policies and Guidelines, and all applicable County Board Resolutions through the length of the contract. Any dispute over an alleged violation of this section may be pursued through the appropriate step in the grievance procedure prior to arbitration.

Section 5. Personal Leave

All employees covered by this Bargaining Agreement shall receive Personal Leave equivalent to the provisions adopted within the DuPage County Board Employee Policies and Guidelines, and all applicable County Board Resolutions through the length of the contract. Any dispute over an alleged violation of this section may be pursued through the appropriate step in the grievance procedure prior to arbitration.

Section 6. Parental Time

All employees covered by this Bargaining Agreement shall receive Parental Time equivalent to the provisions adopted within the DuPage County Board Employee Policies and Guidelines, and all applicable County Board Resolutions through the length of the contract. Any dispute over an alleged violation of this section may be pursued through the appropriate step in the grievance procedure prior to arbitration.

Section 7. Family Medical Leave (FMLA)

The Employer will comply with all Federal and State laws in granting Family Medical Leave, and may take any actions not inconsistent with such laws or the terms of this Agreement. Any dispute over an alleged violation of this section (13.3) may be pursued through the appropriate step in the grievance procedure prior to arbitration.

ARTICLE XII**BENEFITS**

Section 1. Insurance. All employees covered by this Bargaining Agreement shall continue to the same health, life, dental and other insurance benefits at the same employee/dependent premium cost(s) as a majority of all other DuPage County employees. In no event will Bargaining Unit employees pay more in premiums or co-pays, or receive less health, life, or dental benefits than a majority of all other DuPage County employees.

Section 2. Illinois Municipal Retirement Fund (IMRF). All employees covered by this Bargaining Agreement shall receive all benefits, including but not limited to retirement, disability and death benefits as provided by IMRF.

Section 3. Retention. All employees who are eligible for retention benefits covered by this Bargaining Agreement shall receive Retention payouts pursuant to the provisions adopted within the DuPage County Board Employee Policies and Guidelines, and all applicable County Board Resolutions through the length of the contract.

Section 4. Tuition Reimbursement.

The employees covered by this agreement shall receive tuition reimbursement benefits in accordance with the Tuition Reimbursement Policy from the County's Personnel Manual. Any dispute over an alleged violation of this section may be pursued through the appropriate step in the grievance procedure prior to arbitration.

Section 5. Adoption Assistance

The employees covered by this agreement shall receive adoption assistance in accordance with the Adoption Assistance Policy from the County's Personnel Manual. Any dispute over an alleged violation of this section may be pursued through the appropriate step in the grievance procedure prior to arbitration.

ARTICLE XIII

MANAGEMENT RIGHTS

Section 1. Management Rights. It is understood and agreed that the County retains all traditional, statutory, and constitutional rights and authority to manage and operate the employees of the County in all respects, including, but not limited to, all rights and authority exercised by the County prior to the execution of this Agreement, except as amended, changed or modified in a specific provision set forth in this Agreement. These rights include but are not limited to, the following:

- a) plan, direct, control, and determine all functions, operations, standards and services;
- b) supervise, direct and evaluate employees;
- c) establish the qualifications for employment and employ employees;
- d) establish reasonable work rules, schedules, assignments and assign employees;
- e) hire, promote, transfer, schedule, and assign employees in positions and to create, combine, modify, and eliminate positions within the Department;
- f) suspend, discharge, and take other disciplinary action against employees for just cause (with the exception of probationary employees, who may be discharged without cause);
- g) establish reasonable work and productivity standards and, from time to time, amend such standards;
- h) determine whether work and/or services are to be provided by employees covered by this Agreement (including which employees) or by other employees or persons not covered by this Agreement;
- i) determine the number of hours of work and shifts per work week and assign overtime;
- j) maintain efficiency of operations and services of the Department;
- k) take whatever action is necessary to comply with State and Federal law;
- l) secure, change or eliminate methods, equipment, and facilities for the improvement of operation and to establish and implement a budget;
- m) determine the kinds and amounts of services to be performed as it pertains to operations, and the number and kind of classifications to perform such services, to include revision, combination, addition or elimination of job classifications;
- n) determine the methods, means, organization and personnel by which operations are to be conducted to include services and staffing requirements by program, unit, and division;

Nothing in this Section shall alter the County's obligation to bargain with the Union over mandatory subjects of bargaining as provided for in the Illinois Labor Relations Act and relevant case law.

ARTICLE XIV

UNION RIGHTS

Section 1. Visits by Union Representatives. Non-employee representatives of the Union shall be permitted reasonable access to County facilities for the purpose of representing employees covered by this Agreement. Any such representative will immediately identify himself/herself to the County Department Head/Designee in the manner prescribed by the County, and on each occasion will first secure the approval of the County Department Head/Designee.

Any such visit shall be made in a manner so as not to disrupt the normal operation of the County or the performance of assigned duties and responsibilities of any employee covered by this Agreement. This visitation right shall at all times be subject to County or Department rules applicable to non-employees.

Section 2. Labor-Management Committee. At the request of either party, the Union and the County shall endeavor to meet quarterly to discuss matters of mutual concern that do not involve negotiations. The Union may invite bargaining unit members and/or non-employee representatives of the Union (not to exceed three) to attend such meetings. The County may invite County representatives (not to exceed three) to attend such meetings. The party requesting the meeting shall submit a written agenda of the items it wishes to discuss at least three days prior to the date of the meeting and a copy of any such written agenda shall be provided to the Director of Human Resources. This section shall not be applicable to any matter that is being processed pursuant to the grievance procedure set forth in this Agreement. If a meeting is scheduled during an employee's regularly scheduled hours of work, the employee shall be released from work to attend such meeting without loss of pay. The Labor-Management Committee is intended to improve communications and shall be advisory only. The parties agree that the performance appraisal form used by the County with respect to the employees covered by this Agreement may be discussed at Labor-Management Committee meetings, with the understanding that any recommendations or suggestions for changes in the performance appraisal form used in evaluating such employees shall be advisory only.

ARTICLE XV

MISCELLANEOUS

Section 1. Gender of Words. Whenever in this Agreement the masculine gender is used, it shall be deemed to include the feminine gender, unless the context clearly requires otherwise.

Section 2. Drug Testing. All bargaining unit employees shall follow the County policy on Drug-Free Workplace. Employees who are classified within a safety sensitive position, as defined by the Omnibus Transportation Employee Testing Act, should also follow the County policy on Drug and Alcohol Testing

Section 3. Fitness Examinations. Before an employee returns to duty from an extended leave of absence or if the County has any non-arbitrary reason to question the fitness of an employee for duty, the County may require that the employee be examined by a qualified and licensed physician and/or other appropriate medical professional selected by the County. The foregoing requirement shall be in addition to any requirement that an employee provides a statement from his/her doctor upon returning from sick leave or disability leave. The County may place an employee on sick leave if the selected physician and/or other appropriate medical professional determine that the employee is not fit for duty.

Fitness for Duty

POLICY

DuPage County is committed to providing a safe working environment and to protecting the health and safety of all employees. If an employee lacks the essential physical and mental requirements necessary to perform the essential functions of the job, or poses a significant risk to their own safety, safety of co-workers or the safety of the public, they may be referred for a fitness for duty evaluation.

ELIGIBILITY

All employees under County Board Jurisdiction regardless of employment status.

GUIDELINES

- A. Employees are responsible for managing their health in such a way that they can safely perform the essential functions of their job, with or without a reasonable accommodation.
- B. Employees must come to work fit for duty and must perform their job in a safe, secure, productive and effective manner during the entire time they are working.

- C. Employees are responsible for notifying their supervisor if they are not fit for duty.
- D. Employees are responsible for notifying their Supervisor, Human Resources Representative, Department Head or Director of Human Resources when they observe a co-worker acting in a manner that indicates the co-worker may be unfit for duty.

PROCEDURES

1. A fitness for duty assessment may be requested when there is reasonable cause for serious concern about an employee's ability to perform their role and duties safely, when the employee's behavior is grossly inappropriate for the workplace, or if there is reasonable concern for workplace safety.
2. An impartial, independent healthcare evaluator with expertise in the disciplines of medical, psychological alcohol, or other drug conditions will conduct a fitness for duty evaluation.
3. Referrals for Fitness for Duty assessments will be made by the Department Head and Director of Human Resources.
4. Employees will be removed from the workplace while in the process of completing a fitness for duty assessment.
5. Employees who cooperate in a fitness for duty evaluation and are in compliance with recommendations for medical, psychological and/or chemical dependence treatment may be returned to work provided appropriate discipline, if warranted, has taken place.
6. Non-compliance with a request for a fitness for duty evaluation or a determination that an employee is unfit for duty may result in disciplinary action, not to exclude termination.

Section 4. County's No Smoking Policy. The regulation of smoking by employees on County premises and in County vehicles shall be in accordance with the County policy on Smoking.

Section 5. Bulletin Boards. The County will make space available on bulletin boards in each major work area for the use of the Union in non-public locations. The Union will be permitted to have posted on these bulletin boards notices of a non-controversial and non-political nature. There shall be no

distribution or posting by the Union or employees of advertising, notices, or other kinds of literature on the County property other than as provided in this section.

Section 6. Job Descriptions. The County maintains job descriptions for all of the job classifications included in the bargaining unit represented by the Union. If the County changes, revises, or modifies any such job descriptions, the County shall provide the Union with a copy of any such changed, revised, or modified job descriptions prior to the effective date. If the County establishes a new or combined job classification that would properly be included in the bargaining unit represented by the Union, the County shall provide the Union with a copy of the job description for such new or combined job classification prior to the effective date.

Section 8. Uniforms. The policies currently in effect with respect to uniforms for the various categories of employees covered by this Agreement shall continue in effect during the term of this Agreement. When an employee has reached his annual monetary uniform allowance and requires further apparel due to unusual wear and tear, additional clothing will be provided at the discretion of management. New employees within the bargaining unit may be granted a uniform allowance beyond the normal annual allowance for their first year to ensure that they have proper clothing and uniforms for their particular job. This will be at the discretion of management and will vary by position. Additionally, uniforms shall be ordered for new employees upon hiring to ensure that employees are properly outfitted for their specific position.

Section 9. Prescription Safety Glasses. Bargaining unit employees who are subject to assignments or situations necessitating protective eyeglasses shall be reimbursed for purchasing prescription safety glasses from an employer approved vendor as follows:

- a. Reimbursement may be made once every two years.
- b. The Employer shall reimburse one hundred dollars (\$100) for the cost for one (1) pair of prescription safety glasses.
- c. The Employer further agrees to replace glasses should an employee's original pair become damaged/broken on the job.

Section 10. Shift Differential Pay.

Employees are eligible for either or both of the shift differential pay adjustments identified below, when they work the hours identified in each subsection:

- A. Any employee scheduled to begin work between 11:00 a.m. until 5:00 a.m. will receive an additional one dollar and twenty-five (\$1.25) per hour shift differential. This shall apply only to actual hours worked. It should be understood that Stationary Engineers cannot receive both the Shift Differential Pay outlined in this section and the \$5.00 per hour Shift Change pay increase outlined in Article VII, Section 5 – Changes in Normal Workday or Normal Work Week for the same hours worked.
- B. Any employee scheduled to work the 48 hours between 12:00am (midnight) on Saturday morning and 11:59pm on Sunday evening will receive an additional one dollar and twenty-five (\$1.25) per hour shift differential. This shall apply only to actual hours worked. It should be understood that Stationary Engineers cannot receive both the Shift Differential Pay outlined in this section and the \$5.00 per hour Shift Change pay increase outlined in Article VII, Section 5 – Changes in Normal Workday or Normal Work Week for the same hours worked. The shift differential pay will not be added to emergency call out pay or scheduled overtime pay.

Section 11. Asbestos Work. Employees within the bargaining unit performing scheduled asbestos work for the County shall receive two-and-one-half (2 ½) times their normal hourly rate of pay per hour for all assigned asbestos work, storing of asbestos work time as compensatory time shall not be allowed. When an employee is scheduled to perform asbestos work on a holiday, the employee will have the option to get paid for the holiday hours worked or to store the holiday time worked in compensatory time at straight time, in addition to the two-and-one half (2 ½) times their normal hourly rate of pay for the assigned asbestos work. Should an employee opt for the storing of the holiday hours worked, all requirements outlined in Article VII, Section 8 – Compensatory Time shall apply. The County will provide for each employee actively involved in asbestos work for the department the following: an annual respirator protection clearance fit test, an annual on-site OSHA Class III & Class IV Asbestos Training class and certification, and all related necessary personal safety equipment to be used when working on County projects. Members of the union that receive their asbestos certification will receive a yearly asbestos stipend of \$450. Members are eligible to receive this stipend only once per year and must submit proof of certification for payment. For this section, asbestos work is defined to start when the employee(s) enter the space where the asbestos work is to be completed with all the required supplies and equipment and begins asbestos containment. Asbestos work ends when the employee(s) complete the take down of the asbestos containment and complete asbestos disposal.

Section 12. Training and Apprenticeship Programs. Facilities Management Maintenance (“Maintenance Technician Apprentice”) and Power Plant Divisions (“Power Plant Apprentice”) may provide one Maintenance Tech to be assigned to power plant on the day shift to perform preventative maintenance and repairs, and to work alongside stationary engineers as a career advancement opportunity for training to be a stationary engineer for 2 years as an apprentice. Second and/or third shift work will be required to fully learn the job duties, specific work schedules will be mutually agreed to. This position will be a posted opportunity for an existing maintenance staff person with no increase in headcount. If no person applies for this position, then with the next vacancy due to retirement or separation, the position will be posted externally after the appropriate internal promotions have been accommodated. No guarantee will be made that the person will be reclassified as a stationary engineer at the end of the apprenticeship period. The apprenticeship period will not count towards seniority under this Agreement. Salary for this position will be set by the Employer.

Section 13. Rules and Regulations

Unless otherwise stated and agreed to in this Agreement, Rules, Regulations, and Policies shall be updated regularly to maintain compliance with all applicable codes and laws, including standards as determined by any accrediting body. The County retains the authority to make, change, update or alter any of the above in a manner that is neither arbitrary nor capricious unless specifically agreed to in this agreement. Employees covered by this agreement shall be provided access to a copy of such rules, regulations, general orders and/or policies and procedures.

ARTICLE XVI

NO STRIKES

Section 1. No Strikes. Neither the Union nor any officers, agents or employees covered by this Agreement will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, slowdown, sit-down, concerted stoppage of work, concerted refusal to perform overtime, mass resignations, mass absenteeism, picketing or any other intentional interruption or disruption of the operations of the County.

Any or all employees who violate any of the provisions of this Article are subject to discipline, including discharge, by the County. In addition, in the event of a violation of this Section of this Article the Union agrees to inform its members of their obligations under this Agreement and to direct them to return to work.

Section 2. Judicial Restraint. The parties agree that the County has the right to obtain, to the extent provided by law, judicial relief in the event employees covered by this Agreement and/or the Union violates this Article and that nothing contained herein shall be construed to preclude the County from exercising such right.

ARTICLE XVII

ENTIRE AGREEMENT

This Agreement, upon ratification, supersedes all prior practices, Memoranda of Understanding (MOUs), and agreements, whether written or oral, unless expressly stated to the contrary herein, and constitutes the complete and entire agreement between the parties, and concludes collective bargaining for its term unless otherwise expressly provided herein.

The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the County and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to the impact of the County's exercise of its rights as set forth herein on wages, hours or terms and conditions of employment. During the term of this Agreement, the Employer and the Union may jointly modify this Agreement, which shall be binding on the Employer, the employees, and the Union. The bargaining unit employees covered by this Agreement and the County shall ratify any proposed amendment which shall bind the parties in favor of said modification.

Unless expressly stated otherwise in this Agreement, no changes or provisions herein shall be applied retroactively.

ARTICLE XVIII

SAVINGS CLAUSE

In the event any Article, section or portion of this Agreement should be held invalid and unenforceable by any board, agency or court of competent jurisdiction or by reason of any subsequently enacted legislation, such decision or legislation shall apply only to the specific Article, section or portion thereof specifically specified in the board, agency or court decision or subsequent litigation, and the remaining parts or portions of this Agreement shall remain in full force and effect.

ARTICLE XIX
DURATION AND TERM OF AGREEMENT

Section 1. Termination. Unless otherwise specifically provided herein, this Agreement shall be effective as of the day after it is executed by both parties and shall remain in full force and effect to and including November 30, 2030, and shall continue in full force and effect from year to year thereafter unless notice is served by either party on the other at least ninety (90) days prior to the date of expiration or succeeding anniversary dates.

COUNTY OF DUPAGE

**INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL 399**

Deborah A. Conroy
Chair, DuPage County

Print Name/Title:

Signature

Signature

(Date)

(Date)