

# MEMORANDUM OF UNDERSTANDING

June 21, 2026 through June 30, 2029

**Salt Lake City Corporation**  
**and the**  
**American Federation of**  
**State, County, and Municipal Employees**  
**Local 1004, AFL-CIO**



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# MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING (“MOU”) is made and executed effective the date of recording, by and between SALT LAKE CITY CORPORATION (“City”) and the AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES LOCAL 1004, AFL-CIO (“AFSCME”).

## RECITALS

- A. The City has recognized the value of collectively bargaining, with AFSCME, the terms and conditions of employment for certain employees pursuant to the Collective Bargaining and Employee Representation Joint Resolution (Resolution 33 of 2024).
- B. The City and AFSCME have negotiated and have reached agreement on the terms and conditions of employment for fiscal years 2027, 2028, and 2029.
- C. The City and AFSCME recognize that this MOU does not modify the City’s authority or obligations established by the Utah Constitution and Utah statutes.
- D. The City and AFSCME jointly desire to establish the wage structure, benefits, and employment conditions for the employees represented by AFSCME as required by the Resolution in order to promote the efficient operation of the City and to provide an appropriate method of handling and processing grievances.
- E. The City and AFSCME agree that this MOU entirely replaces the prior Memorandum of Understanding between the parties and shall be effective June 21, 2026 or upon execution, the later of either.

NOW, THEREFORE, the City and AFSCME agree to the following:

## AGREEMENT

### ARTICLE 1 – RECOGNITION AND CONSTRUCTION OF MOU

The City recognizes AFSCME as the sole organization responsible for: 1) negotiating compensation, wages, hours, and other conditions of employment for full-time City employees; and 2) representing employees as allowed by this MOU and identified by job classifications in Appendix A, as regularly updated, and consistent with the Collective Bargaining and Employee Representation Joint Resolution (Resolution 33 of 2024).

For the purposes of this agreement, the term eligible employees and/or bargaining unit members refers to employees subject to the terms and conditions of this agreement. For clarification, those employees who are dues paying members to AFSCME are a separate distinction.

The parties recognize the City's right under the Resolution to create new job classifications mid-term without further bargaining obligation.

The City and AFSCME agree that any questions about the meaning of this MOU's terms will be resolved by the procedures outlined in the MOU.

## ARTICLE 2 – LIMITATIONS OF PROVISIONS

This MOU's provisions are subject to the limitations, terms, and conditions of the Resolution and any applicable federal or state law.

## ARTICLE 3 – DEFINITIONS

The following definitions will be used when interpreting this MOU:

1. "AFSCME" or "Union" means the American Federation of State, County and Municipal Employees, Local 1004, AFL-CIO.
2. "City" means Salt Lake City, a Utah municipal corporation.
3. "Employee" means an employee covered by this Memorandum of Understanding as listed by classifications in Appendix A as regularly updated. New classifications within the bargaining unit will be added to Appendix A. The following full-time City employees are not "employees":
  - a. Elected officials;
  - b. Any administrator, manager, supervisory employee, or those employees not listed in Appendix A as updated regularly.
  - c. Any employee assigned to the Mayor's Office;
  - d. Any employee assigned to the Information Management Services Department;
  - e. Any employee assigned to the City Council's Office;
  - f. Any employee assigned to the City Attorney's Office;
  - g. Any employee assigned to the City Recorder's Office; or
  - h. Any employee assigned to the Human Resources Department.
4. "Extraordinary Circumstances": Events outside the control of the City as related to acts of God, natural disasters, flooding, acts of war, pandemic, or other major disruptions to the security or health of the community, City, or geographic area served as determined by the Mayor, Mayor's Designee or Department Director.
5. "Mayor's Designee" means the individual assigned by the Mayor.
6. "Operational Need" is the management discretion to determine the practical functioning of City services to ensure that work functions and obligations to provide appropriately staffed personnel and City services to the public in a safe, efficient, and timely manner without unreasonable interruption. This definition is broadly construed.
7. "Qualified" means the City has determined that an employee can satisfactorily perform the job.

8. "*Unforeseen Circumstances*" means circumstances that: i) directly affect critical staffing levels; and ii) cannot be reasonably foreseen sufficiently in advance to provide ten days' notice. The existence of Unforeseen Circumstances must be determined by the Mayor/designee, a Department Director/designee, or a Division Manager (or functional equivalent). This definition includes unexpected absences.
9. "*Terms And Conditions Of Employment*" means wages, salaries, working conditions, hours and benefits except as specifically modified by the Resolution.
10. "*Will*" means the same as shall and is not intended to be read as allowing discretion.
11. "*Workgroup*" means a group of employees as identified by a Department.

## **ARTICLE 4 – MANAGEMENT RIGHTS**

Except as specifically changed by the terms of this MOU, the City retains the exclusive right to decide how to manage its employees and to direct its operations.

## **ARTICLE 5 – EMPLOYEES' RIGHTS**

Employees have the right to join and participate in AFSCME's activities subject to the Resolution for representation on all matters of employee relations or to refuse to join or participate in AFSCME activities. Employees also have the right to represent themselves individually in their employment relations with the City. AFSCME agrees that it will not restrain or coerce any employee in the exercise of their rights and will not discriminate against any employee because of membership or non-membership or activity or non-activity with AFSCME.

## **ARTICLE 6 – AFSCME'S RIGHTS AND RESPONSIBILITIES**

### ***A. AFSCME's Rights and Activities***

AFSCME has the right to present its views to the City either orally or in writing.

The City agrees to recognize up to 35 city employees, including executive board members, as the "Designated Representatives" of the Union. The Union will provide Human Resources the names of its Designated Representatives in writing annually or upon request and will post and regularly update those names on Association bulletin boards in the work location. The City acknowledges that Designated Representatives are permitted to represent the Union without threat of retaliation.

Union Activities: The City agrees that it will allow the Union a total of 2500 hours each calendar year during normal working hours for Designated Representatives to attend monthly membership meetings, investigate potential MOU violations and disciplinary actions, to engage as a neutral observer (Article 31), or other reasonably related Union activities while on duty. Scheduling of paid union hours is subject to supervisor approval and compliance with timekeeping requirement forms. Designated Representatives are expected to meet the duties of their job position. The use of union time hours on duty will not result in the payment of

overtime, and employees may be required to flex their schedule. Employees will track their time in workday or similar timekeeping system used by the City.

Time spent in Labor Management Meetings and committees consistent with Article 9; successor bargaining (as noted below); and representing employees during City scheduled investigative interviews, pre-determination meetings, or related disciplinary matters is not working time and shall not be compensated, unless such representation takes place during the Designated Representative's regularly scheduled working hours. Such hours attending these meetings do not apply to the yearly total provided above. Employees will track their time in Workday or similar timekeeping system used by the City.

AFSCME agrees that its Designated Representatives will only conduct limited distribution of information regarding AFSCME business. Designated Representatives will not conduct business such as soliciting membership, electing officers, or distributing literature during the designated representative's normal duty hours.

City email will not be used for Union activities, except for communication related to scheduling meetings with the City or as otherwise permitted by this agreement.

Conferences: The City agrees that it will allow the Union a total of 160 hours of paid time per each calendar year for Designated Representatives to attend an overnight conference or convention. If the 160 hours referenced above have been exhausted, a Designated Representative may request approval to use unpaid leave to attend an overnight conference or convention. In all cases, the Designated Representative will give at least 30 days' prior written notice to their Department Head and Chief Human Resources Officer. Approval will not be unreasonably denied subject to operational need. While attending the conference during training, instruction, and classroom presentations during normal business hours (i.e. 8-5), employees are subject to City policy. Outside of these hours, employees are not precluded from disciplinary action for off-duty misconduct. The City is not responsible for registration fees, travel costs, meals, per-diem, or other incidentals.

Successor Collective Bargaining: The City will grant up to six (6) Designated Representatives on the bargaining team for successor bargaining. Union bargaining team members will be permitted to attend scheduled successor collective bargaining sessions if occurring during the employee's regular work schedule, or under flexible schedule for the work week if approved by their supervisor. Bargaining sessions will be paid when attending joint scheduled bargaining sessions and will not result in the compensation of overtime. An employee may be required to flex their regular work schedule.

Designated Representatives may post AFSCME material on the designated bulletin board during normal duty hours when it does not interfere with the Designated Representative's normal work routine.

City New Employee Orientation: AFSCME may provide information about AFSCME during new employee orientation with the attendance of one Designated Representative for up to 30 minutes.

## ***B. AFSCME's Responsibilities***

AFSCME agrees to represent the interests of all employees in good faith.

AFSCME agrees it will provide the same representation to all employees without discrimination and without regard to whether the employee is an AFSCME member.

**C. *Distribution of MOU***

The City will electronically post this MOU available to all employees. An employee may print one copy per term of the agreement using City resources. Upon the request of an individual employee, a supervisor will provide a copy of this MOU to the requesting employee.

**D. *Leave Request***

Designated Representatives may request reasonable leave to engage in Union activities. The employee may use accrued vacation or personal leave, or if exhausted, leave without pay. The City agrees that it will not unreasonably deny a request for time off and will provide the Designated Representative with an explanation before denying a request.

**E. *Other***

AFSCME may request City documents or information from Human Resources if the documents or information are necessary to support a grievance or complaint allowed by this MOU. Human Resources will determine which documents or information the City will provide AFSCME. AFSCME agrees that any documents or information will not be used outside of this MOU's grievance processes.

The City and AFSCME agree that information related to alleged employee misconduct or substandard performance is confidential. The City and AFSCME also agree that discussions with a Designated Representative, an employee participating in an investigation or grievance, and the City about efforts to resolve a grievance, complaint or disciplinary matter are also confidential. All such information will only be disclosed with those who have a need to know such information.

For the purposes of investigating a pending grievance, upon AFSCME's request, the City will provide AFSCME with a summary of disciplinary actions imposed upon employees within the respective Department during the previous year. This summary will not include employees' names. This information will be kept confidential.

**F. *Dues Deductions***

The City will deduct AFSCME membership dues from an employee's pay when the employee makes a written request. The City will stop making the deduction upon an employee's request.

Per pay period, the City will provide AFSCME a list of bargaining unit members including new employees, dues paying members, membership additions and deletions and current business addresses, City email addresses, and original dates of hire when available as computed by the City's payroll department.

The Union is limited in the use of City email as provided for in this agreement. The Union may use a City employee email address to contact a City employee for the purposes of Union notifications. The Union

acknowledges there is no expectation of privacy using City email and emails using City equipment and email addresses must comply with applicable law and City policy. For example: political emails using City email are prohibited.

### ***G. Bulletin Board***

The City will provide AFSCME space of not less than four (4) feet wide and three (3) feet high to place a bulletin board at locations requested by AFSCME and agreed to by the City. The City may require AFSCME to remove material that violates City policy.

### ***H. City Policy Updates***

In an effort to encourage trust and communications, the City agrees to give AFSCME's President thirty (30) calendar days' notice prior to changing any City personnel policy. The City agrees to give AFSCME's President fourteen (14) calendar days' notice prior to changing any department personnel policy. AFSCME may agree to waive these notice provisions.

The purpose of the notice is to solicit AFSCME's input on the written personnel policy changes. The provision shall not be construed to limit or discourage efforts of either the City or AFSCME to discuss additional matters of mutual concern.

## **ARTICLE 7 – STRIKES AND WORK STOPPAGES**

AFSCME agrees that continuous and uninterrupted service by the City and its employees to the City's citizens are the essential considerations for this MOU. AFSCME agrees that it will not engage in, or encourage, any of the following acts:

1. A concerted absence, in whole or in part, by any group of employees from the full, faithful, and proper performance of their duties for the purposes of inducing, influencing, condoning, or coercing a change in the terms and conditions of employment, including sick calls, sick outs, slowdowns, or any other concerted interference with services provided by the City; or
2. The collective concerted withholding of services or the performance of assigned duties by any person pending the signing of a contract, including those persons who are customarily employed on a yearly contract basis.

If an employee violates this Article, the City may, in addition to any other lawful remedies, discipline the employee involved in the violation. AFSCME acknowledges that this discipline could include the loss of seniority and/or termination of the employee's employment.

No employee will receive any benefits or wages while they are engaged in a strike, work stoppage, or other interruption of work.

## **ARTICLE 8 – RESERVED**

## ARTICLE 9 – MEETINGS/COMMITTEES

### **A. Labor Management Meetings**

The City and AFSCME may jointly hold Departmental Labor Management Meetings, as mutually agreed. The City will permit up to two (2) Designated Representatives to attend a Department Labor Management meeting.

The following five Departments will have Labor Management Meetings at least quarterly unless otherwise agreed: 911 Bureau, Airport, Public Utilities, Public Services, Public Lands. For these five departments, the City will permit up to seven (7) Designated Representatives to attend a Department Labor Management meeting.

Upon mutual agreement for a particular Labor Management Meeting, observers may be permitted to attend on their own time.

Those Designated Representatives will be permitted to attend the meeting without loss of pay if occurring during the employee's regular work schedule, or if a flexible schedule is approved by their supervisor.

The Labor Management Meeting is intended to discuss any issues related to employees' wages, hours, and other conditions of employment. Either party may offer topics for discussion. In the event a formal written recommendation made by AFSCME in a Labor Management Meeting is declined by a Department Director, upon request by the Union, the Director will provide an explanation.

Labor Management Meetings are advisory.

### **B. Safety Committees**

Employees and the City agree to abide by applicable Federal, State and City safety regulations. The City will make good faith efforts to maintain City equipment and City tools in safe operating conditions, and employees are expected to report concerns to their supervisor or other designee consistent with City and Department policy.

Each department establishing a Safety Committee will include at least one (1) Designated Representative and one (1) alternate appointed by AFSCME. The Department of Airports, Department of Public Services, and Department of Public Utilities will each establish a Safety Committee. Each committee shall meet at least twice per year and will review, at minimum, all incidents reported to UOSH (or its equivalent) since the prior meeting. If the City establishes a city-wide Safety Committee, it will include at least one (1) AFSCME Designated Representative from each department. Those Designated Representatives will be permitted to attend the meeting without loss of pay if occurring during the employee's regular work schedule, or if a flexible schedule is approved by their supervisor.

Safety Committee meetings are advisory.

### **C. *Benefits Committee***

The City Benefits Committee shall include one AFSCME Designated Representative. The Designated Representative will be permitted to attend the meeting without loss of pay if occurring during the employee's regular work schedule, or if a flexible schedule is approved by their supervisor.

Benefits Committee recommendations are advisory.

### **D. *Employee Advisory Committee***

Any City or department Employee Advisory Committee shall include one AFSCME Designated Representative. These meetings are advisory.

The Designated Representatives will be permitted to attend the meeting without loss of pay if occurring during the employee's regular work schedule, or if a flexible schedule is approved by their supervisor.

### **E. *Contract Note***

Committees and Meetings under this Article are intended to be informal and do not require formal process. Designated Representatives attending these meetings or as participants on committees are considered equal participants when making consensus recommendations.

All recommendations are advisory.

## **ARTICLE 10 – PERSONNEL FILES**

Any employee has the right to review their personnel file.

1. The City agrees that a corrective action, as identified in Article 44, will be considered stale for the purposes of progressive discipline after two years, provided the corrective action was not EEO or Violence in the Workplace related and provided that no further corrective or disciplinary issues have occurred during the two-year period. Staleness does not preclude evidence of notice of rule or for use for defense of civil or administrative claims.
2. Exit Interviews: Employees may elect to have an AFSCME representative present during an in-person or virtual exit interview, if requested. The employee is responsible for making arrangements to have the representative present.

## **ARTICLE 11 – SENIORITY**

City Seniority: A full time employee's seniority will be based upon an employee's continuous paid City service as a full-time employee. Continuous service as a part-time, seasonal or temporary employee does not count towards service time for full-time employees. If two employees have the same seniority date, the employee with the lowest employee identification number will be considered the most senior. (Contract note: Seniority lists (aka numbering system) existing before the execution of this Agreement remain grandfathered.).

## ARTICLE 12 – WAGE SCHEDULE

The City agrees it will pay employees the amounts outlined in the wage schedules by classification as attached in Appendix A. Employees are paid hourly for those hours worked in the pay period.

Subject to the limitations set forth in state law and provisions of this MOU, the following wage increases will be provided during the term of this Agreement:

Effective June 21, 2026, or the pay period following execution of this agreement, the later of either, all steps of Appendix A will be increased by 2.75%

Effective June 20, 2027, all steps of Appendix A will be increased by 2.75%.

The parties agree to reopen Article 12, Wage Schedule, for the purposes of negotiating wage increases for Appendix A for FY 28/29. The parties agree to initiate the reopener no later than January 2028 under the same procedures of successor bargaining as provided by Resolution 33 of 2024.

The City maintains the right to implement midterm market adjustments for individual classifications based on the City's compensation analysis.

The City maintains the right to implement midterm bonus or other similar compensation programs for current employees and recruitments.

Employees are paid consistent with the wage scale in Appendix A, or as updated by the City. Employee steps on the pay scale are based on “completed years of service,” which shall be the number of calendar years the employee has completed in their assigned classification.

Employees will move to the next step on the wage scale effective the pay period following their anniversary date or equivalent progression start date for years of continuous service in the classification.

New Hires and Advancement to a Higher Classification:

1. The City reserves the right to place new hires and employees accepting a higher classification at a step on the wage scale and on personal leave, short term disability and vacation tier levels in consideration of City service, and/or prior experience, education and training. In such cases, the City may provide the employee hired into the new position a written explanation of their placement.
2. An employee accepting a change to a higher classification within the bargaining unit for a position within the same job series and/or “career ladder” will be placed at the next higher rate of pay on the new scale above the employee's current base hourly rate. Job series and/or career ladder classifications are identified in Appendix A. A change to a higher classification means an increase in the “Comp Grade” as identified in Appendix A.
3. Sections 1 and 2 above are not subject to grievance.

4. For newly hired employees or to facilitate the movement of employees from one job title to another as part of a career ladder, the City may “credit” employees with completed years of service to reflect objective criteria such as prior experience or training so long as the criteria are fully disclosed to AFSCME in written form and consistently applied to current employees.

## **ARTICLE 13 – RESERVED**

## **ARTICLE 14 – LONGEVITY PAY**

Each employee who has completed six (6) continuous full years of employment with the City will receive an additional Fifty Dollars (\$50) each month.

Each employee who has completed ten (10) continuous full years of employment with the City will receive an additional Seventy-Five Dollars (\$75) each month.

Each employee who has completed sixteen (16) continuous full years of employment with the City will receive an additional One Hundred Dollars (\$100) each month.

Each employee who has completed twenty (20) continuous full years of employment with the City will receive an additional One Hundred Twenty-Five Dollars (\$125) each month. Longevity pay will be based on the most recent date an employee became a full-time employee with the City.

Longevity Pay and this Article expire June 30, 2029.

## **ARTICLE 15 – SHIFT DIFFERENTIAL**

With the exception of employees in the 911 Communications Bureau, the City will pay an hourly shift differential equivalent to 7.5% of the employee's base hourly rate for all hours worked between 6:00 p.m. and 6:00 a.m. This provision applies regardless of shift assignment. For example, if an employee assigned to an afternoon shift works past 6:00 p.m., the employee will receive the differential for those hours worked after 6:00 p.m.

For employees in the 911 Communications Bureau, the City will pay an hourly shift differential equivalent to 7.5% of the employee's base hourly rate for all hours worked between 7:00 p.m. and 7:00 a.m. This provision applies regardless of shift assignment.

With the exception of employees in the 911 Communications Bureau, effective June 21, 2026, or the pay period following execution of this agreement, the later of either, through June 19, 2027, the City will pay an hourly shift differential equivalent to 3% of the employee's base hourly rate for all hours worked on Saturdays and Sundays between 6:00 a.m. and 6:00 p.m.

For employees in the 911 Communications Bureau, effective June 21, 2026, or the pay period following execution of this agreement, the later of either, through June 19, 2027, the City will pay an hourly shift differential equivalent to 3% of the employee's base hourly rate for all hours worked on Saturdays and Sundays between 7:00 a.m. and 7:00 p.m.

With the exception of employees in the 911 Communications Bureau, effective June 20, 2027 through June 30, 2029, the City will pay an hourly shift differential equivalent to 2% of the employee's base hourly rate for all hours worked on Saturdays and Sundays between 6:00 a.m. and 6:00 p.m. This incentive expires June 30, 2029.

For employees in the 911 Communications Bureau, effective June 20, 2027 through June 30, 2029, the City will pay an hourly shift differential equivalent to 2% of the employee's base hourly rate for all hours worked on Saturdays and Sundays between 7:00 a.m. and 7:00 p.m. This incentive expires June 30, 2029.

With the exception of employees in the 911 Communications Bureau, an employee assigned to an approved 12 hour graveyard shift that starts at 6:00 p.m. and who works continuous hours in excess of 12 hours will continue to receive the 7.5% differential for those continuous hours assigned and worked. For employees in the 911 Communications Bureau, an employee assigned to an approved 12 hour graveyard shift that starts at 7:00 p.m. and who works continuous hours in excess of 12 hours will continue to receive the 7.5% differential for those continuous hours assigned and worked.

All shift differential pay will be included when computing the employee's regular rate of pay for overtime.

## **ARTICLE 16 – SNOW FIGHTER ASSIGNMENT**

The City may assign a qualified employee the assignment of Snow Fighter for the purposes of snow removal and road preparation for inclement weather. Snow Fighter is a specific on-call assignment that includes the obligation to change work schedules and perform work at all times of the day. The Assignment includes overnight work. Qualifications for this assignment are at the discretion of the City. Assignments are confirmed in writing. For the period of the assignment, December 1 to March 1, employees will be paid a premium incentive of 15% of the employee's base hourly rate for the first 40 hours worked in a work week. The incentive is not paid for hours worked beyond 40 hours in the work week. If assigned to Snow Fighter, the employee is not eligible for call back, on-call, shift differential pay, or shift change pay for work related to snow removal. This assignment does not apply to employees performing inclement weather duties as part of their classification duties.

The City may extend the March 1 date in no less than two week increments by providing at least 10 calendar days' notice, and the City will continue the snow fighter premium incentive for the duration of the extension. This provision does not preclude the City from assigning employees to on-call status in lieu of Snow Fighter assignment.

The City will determine how many employees are needed from each workgroup to effectively staff the Snow Fighter Assignment. Based on operational need, some work groups will be assigned to mandatory Snow Fighter. Additional work groups may offer voluntary snow fighter assignments. Volunteers will be assigned based upon City seniority within the workgroup. If the City does not have enough volunteers for the assignment, the City will assign employees based on City seniority starting with the least senior employee in the workgroup. Snow Fighter Assignment is not guaranteed and is at the sole discretion of the City.

The City may apply some flexibility to an employee's regularly scheduled shifts during the identified snow season as long as the employee receives full pay for the regularly scheduled shift hours each day. If a manager sends an employee on the Snow Fighter Assignment home to rest in anticipation of being called out later in the

day, only to discover the employee was not needed, the employee will receive pay for their regularly scheduled hours for that workday.

“Snow Guarantee Pay” means, if there is a possibility that the employee will not work all their regularly scheduled shift hours in a day, Snow Guarantee Pay will fill the hours of an employee’s regularly scheduled shift not worked after being sent home early in anticipation of being called out for snow removal. Snow Guarantee hours will be paid as straight time hours even when an employee has a total of worked hours equal to or greater than their regularly scheduled hours for the work week.

### Snow Fighter Schedule

Employees assigned to Snow Fighter will be assigned to either a day shift or night shift, switching shifts every month. Schedule changes will occur at midnight on the last day of each month and only if a Snow Fighter has not been actively called out during a storm. If a Snow Fighter has been called out during a shift change, the change will then only take place when there has been a twenty-four (24) hour break from the last call. This provision does not preclude assignment to mandatory overtime.

### Call Out Procedure

Department Snow Fighter schedules will be determined by the department.

Call out for day shifts will be no earlier than three hours before the start of the day shift and no later than three hours before the end of the day shift. Call out for night shifts will be no earlier than three hours before the start of the night shift and no later than three hours before the end of the night shift.

Any employee assigned to Snow Fighter who is on light duty, short term disability, or worker’s compensation and who cannot perform Snow Fighter duties for any portion of a given week will not receive Snow Fighter pay for that week.

Any employee who misses a snow event for an unapproved reason is not eligible for the pay for those hours the employee failed to attend. Employees may also be subject to corrective or disciplinary action.

Employees assigned Snow Fighter must obtain authorization from supervisor(s) in order to be unavailable to report for snow fighting due to vacation, personal leave, or other authorized absence.

### Volunteer Snow Fighter Vacation Procedure

City employees who volunteer for Snow Fighter duties within Public Services will be allowed to submit their vacation requests per Article 33.

When the employee takes their scheduled vacation, and they agree to report for a snow event during their vacation, the employee will continue to receive Snow Fighter pay.

If a short notice vacation request or personal leave, and the employee agrees to report for a snow event, they will continue to receive Snow Fighter pay.

If the employee elects to be unavailable for the majority of the work week during their scheduled or short notice vacation or personal leave, they will not receive Snow Fighter pay for that week.

Any employee who misses a third snow event during a snow season may be removed from the Snow Fighter Assignment for the rest of the season.

The City may, at its sole discretion, also deny an employee from Snow Fighter Assignment or remove an employee from the assignment for the rest of the season if the City documents the employee’s poor work performance in the assignment.

## **ARTICLE 17 – CERTIFICATION AND BILINGUAL PAY**

### **A. *Water/Wastewater***

All employees who have completed the required training and passed the testing for certification will receive the following premium payment as noted below. The City will pay for approved first time testing and training time for the certifications listed below:

<b>Water Distribution Water Treatment Plant Wastewater Treatment Plant (bi-weekly)</b>			
<b>Certification Grade</b>	<b>Water Distribution Operator I Wastewater Collection Maintenance Worker I WRF Operator I</b>	<b>Water Distribution Operator II Water Plant Operator I Wastewater Collection Maintenance Worker II WRF Operator II Wastewater Lift Station Worker</b>	<b>Senior Water Distribution Operator Water Plant Operator II Wastewater Collection Maintenance Worker Lead WRF Operator III Wastewater Lift Station Lead Worker</b>
1	\$0.00	\$0.00	\$0.00
2	\$10.16	\$0.00	\$0.00
3	\$25.39	\$15.24	\$0.00
4	\$50.77	\$40.62	\$25.39

### **B. *Mechanic Certifications***

All employees who have completed the training and passed the testing for certifications listed below will receive the following premium payment. The City will pay for approved testing and for required certifications. This list includes required and not required certifications.

<b>Fleet Mechanic &amp; Senior Fleet Mechanic Classifications</b>	
<i>Certification Type</i>	<i>Portion of base hourly wage paid biweekly.</i>
ASE certifications	Employee will receive a 15% premium of their base hourly rate of pay for each certification for up to a maximum of twenty (20) certifications
ASE advanced level & specialist certifications	Employee will receive a 20% premium of their base hourly rate of pay for each certification for up to a maximum of twenty (20) certifications.
Automotive manufacturer certifications	Employee will receive a 30% premium of their base hourly rate of pay for each certification for up to a maximum of five (5) certifications

Contract note clarification: If an employee's hourly rate is \$25 per hour, for an ASE certification, 15% is \$3.75 paid per month, then formulated to be paid bi-weekly.

**C. Commercial Driver's License**

The City will pay for physicals administered by a designated provider and licensing fees for continued renewal of a CDL for those classifications that require a CDL. This provision does not apply for suspended or revoked CDLs. For new hires given a grace period to obtain a CDL as a classification requirement, the City will pay for initial CDL training, the first driver's test, and the license contingent upon the employee's written acknowledgement that if the new employee voluntarily leaves the City within 36 months of hire, the employee will be required to reimburse the City the prorated cost of the third party training costs. A full accounting will be provided.

**D. Bilingual Premium Incentive**

Employees who demonstrate oral proficiency for those languages identified in the City Language Differential policy will receive a premium of \$23 per every two-week pay period. Employees may be subject to recertifications consistent with City policy.

**ARTICLE 18 – TOOL ALLOWANCE**

Employees within the job classifications listed in Appendix B are to receive a tool allowance of \$70 per pay period (bi-weekly) under the following conditions:

1. The employee is required to use personal tools for their position and this requirement is in the employee’s job description; and,
2. The replacement cost of the employee’s personal tools used exceeds Five Thousand Dollars (\$5,000); and,
3. The employee must actually use the tools on a reasonably regular basis and not just store them on the job site.

Each employee will maintain an inventory of their tools and provide a copy of that inventory to their department by September 1 each year. A photographic inventory is sufficient. If an employee loses any work tools on their inventory list the employee may submit a request for replacement/reimbursement claim to the Department Director.

The City will pay the employee for reasonable loss not in excess of Fifteen Thousand Dollars (\$15,000). The City will use the replacement comparative market value of the lost tools when paying for the loss. Employees are encouraged to obtain their own tool insurance coverage.

The City will only pay for the loss if the equipment was lost from a City work location.

## **ARTICLE 19 – UNIFORMS**

Each department or division/workgroup that requires an employee to wear a uniform or logoed clothing will establish a written uniform policy after consulting with AFSCME and will provide the uniform or logoed clothing. This provision does not apply to dress and grooming policies.

## **ARTICLE 20 – AUTOMOBILE MILEAGE REIMBURSEMENT**

The City will pay mileage for employees who are authorized to use privately owned automobiles for official City business as required by City policy.

## **ARTICLE 21 – ACTING OUT OF CLASSIFICATION PAY**

An employee assigned in writing by a supervisor to work on a temporary basis for a period lasting one or more full working shifts or days out of their job classification in a supervisory or managerial non-bargaining unit position will receive an additional pay allowance equivalent to ten percent (10%) of their base hourly pay for each day or shift worked in an acting capacity.

## **ARTICLE 22 – MEAL ALLOWANCE**

Unless the City provides a meal, an employee who, with supervisory approval, works two (2) or more additional continuous hours during a scheduled or unscheduled workday (full work shift) in conjunction with the number of hours the employee normally works in a workday will be paid twenty dollars (\$20.00) in the normal payroll process. This payment is due to an unplanned work meal. An employee will receive twenty dollars (\$20.00) in 4 hour increments after the initial 2 hours. This reimbursement will continue until the employee is released from work. This provision does not apply to callback or callouts for a time period less than the employee's regularly scheduled shift.

## ARTICLE 23 – COURT APPEARANCES

### ***A. Court Appearance within Scope of Employment***

An employee will receive compensation for a court appearance or administrative hearing appearance as a witness subpoenaed by the City, the State of Utah, or the United States if the appearance is related to the employee's City employment (which includes the employee's witnessing an alleged criminal act that occurred while the employee was on work time), under the following conditions:

1. A court appearance or administrative hearing appearance made while on duty will constitute regular hours worked.
2. All time spent in a court appearance or administrative hearing appearance will be treated as time worked.
3. If the City requires an employee to prepare for a court appearance or administrative hearing appearance during the employee's off-duty hours, such preparation time will be treated as time worked for overtime purposes assuming a City department verifies that the employee's preparation time was required.
4. The following conditions must be satisfied in order for the City to pay an employee:
  - a. The start time of the required appearance is noted on the subpoena.
  - b. The end time (i.e. when the employee is anticipated to be released from the court appearance or administrative hearing appearance) is noted on the subpoena and initialed by the prosecuting attorney or appropriate government representative.
  - c. The employee delivers the signed subpoena to their supervisor within seven (7) working days following the court appearance or administrative hearing appearance.
  - d. If subpoenaed for a court appearance, witness fees and mileage payments, as paid by a court to a witness, may be retained by the employee.
5. For the classification of Public Safety Dispatcher: Court or administrative proceeding appearances made outside of the employee's regularly scheduled shift will be compensated at the rate of one and one-half (1½) times their hourly wage rate for the actual time spent in court or in administrative proceedings. Time granted by a court or administrative body to the employee for lunch shall not be compensated. In the event the time spent in court or administrative proceedings extends into the beginning of the employee's regularly scheduled work shift the time and one-half pay ends at the time such shift is scheduled to begin.

### ***B. Other Court Appearances***

Under the following conditions an employee will have the option of taking unpaid leave when appearing during the employee's on-duty hours in response to a subpoena that is not related to the employee's City employment:

1. The employee provides their supervisor with at least seven days advance notice of the pending court or subpoena appearance required by the subpoena and the fact that the employee desires to use unpaid leave for such appearance.
2. The start time of the required appearance is noted on the subpoena.
3. The end time (i.e. when the employee is anticipated to be released from the court appearance or administrative hearing appearance) is noted on the subpoena and initialed by the prosecuting attorney or appropriate representative.
4. The employee delivers the signed subpoena to their supervisor within seven (7) working days following the court appearance or administrative hearing appearance.

## **ARTICLE 24 – INSURANCE**

### ***A. Life, Accidental Death and Dismemberment, Dental and Health Insurance***

The City will make available life, accidental death and dismemberment, dental, and health insurance to all employees pursuant to City policy. The City agrees it will provide the same terms and conditions for this insurance that the City is providing to employees in all other certified bargaining units. The City will deduct employees' biweekly premium cost share payments at the same time it pays employees. The City is not precluded from altering current plan options and offering multiple plan options.

### ***B. HSA Contribution***

For those employees selecting a City High Deductible Health Plan (HDHP), the City will contribute annually a discretionary amount into each employee's HSA. For those employees who are not to receive HSA funds due to other restrictions (i.e. Tri-Care/Medicare), the employee will receive an equal amount into a health reimbursement account. With 90 days' notice prior to July 1, the City may change the frequency of the HSA contribution.

Any change in insurance premiums will begin on the first pay day of July.

### ***C. Employee Assistance Program ("EAP")***

The City agrees to continue to make available an Employee Assistance Program to provide limited counseling services by an outside confidential firm for employees and their dependents as determined by the City.

### ***D. Post-Employment Health Reimbursement Account***

For each employee, the City will contribute \$834.06 per fiscal year into an individual employee 501(c)(9) Post-Employment Health Reimbursement Account. These contributions are prorated bi-weekly.

## ARTICLE 25 – PENSION PLAN CONTRIBUTIONS

The City agrees to pay the employee’s share and the employer’s share of the retirement contributions as required by law and URS regulations.

## ARTICLE 26 – HOURS OF SERVICE

### A. *Hours of Work*

Forty (40) hours constitutes a normal workweek except for alternative work schedules approved by the City.

This clause does not limit or prevent the City from changing or establishing work schedules as the need arises nor requires the City to guarantee an employee forty (40) hours work per week.

The City, with AFSCME’s agreement, has adopted variable 40-hour workweek schedules including, but not limited to, 8-hour, 10-hour, and 12-hour days or combination thereof. Regular workdays during the work week will include a minimum of two consecutive days off, with the exception of accommodation, flexible scheduling or approved telecommuting agreement, snow fighter assignment, or mutual agreement with an employee.

### B. *Schedule Changes*

#### 1. Definitions

The following definitions apply to this Subparagraph:

- a. “SCHEDULE CHANGE” means any change in the start time of an employee’s regularly scheduled shift or the employee’s regularly scheduled workdays. A Schedule Change does not include: i) the assignment of additional hours, shifts, or workdays in excess of an employee’s regular schedule (i.e. Scheduled Overtime) or ii) the extension of an employee’s regular work shift as necessitated by operational requirements. In the event an employee has worked 40 hours in a work week prior to completing their regular work week, upon written mutual agreement with an employee and their supervisor, the employee may be released from the remainder of their regular work schedule for the week without being considered a Schedule Change. Also, upon advanced written mutual agreement with an employee and their supervisor, an employee may work a flexible schedule for a work week.
- b. “MINIMAL SCHEDULE CHANGE” means a Schedule Change that is thirty minutes or less.

#### 2. Notice

- a. For any Schedule Change, other than a Minimal Schedule Change, the City will provide ten calendar days’ notice to all affected employees. If the City fails to give ten calendar days’ notice to affected employees, each affected employee will receive a premium incentive of two (2) hours of the employee's base rate of pay for each working day the affected employee works from the date the schedule change takes effect until ten (10) days from the date of actual notice. The City will not have to provide such notice if there are Unforeseen Circumstances, as defined in Article 3. However, the City will provide as

much notice as is practicable. If an employee is on approved paid leave of three (3) days or more up to 30 days, the 10 day notice will begin upon the employee's first day of return to work. For leaves in excess of 30 days, the City may contact an employee in advance for a schedule change. The 10 day rule does not apply if on a Director's leave of absence. Days are calendar days.

- b. Such notice will not be required when an affected employee is placed on light or modified duty, when such a change is needed for unforeseen training purposes, when an employee is needed for incidental overtime, while on paid administrative leave or as a result of an ADA accommodation for the affected employee.
- c. The City will not use multiple Minimal Schedule Changes in sequence as a means of avoiding the ten-day notice requirement.
- d. All notices provided for in this Section 26.B will be provided orally and in writing. The City may provide written notice by e-mail to the employee's City e-mail address. The date of the email will serve as the date of written notice.
- e. Contract note: Schedule changes are for operational need and not intended for misuse.

### 3. Schedule Change by Agreement

- a. A voluntary change in an employee's schedule will not be a Schedule Change if it is changed at the request of the employee based upon the employee's immediate personal need and the employee's supervisor agrees to the change in writing.
- b. A voluntary change in an employee's schedule, or multiple employees' schedules, for any other reason will not be a Schedule Change if the workgroup and the workgroup's supervisor agree to the change. The workgroup's agreement will be determined by a majority vote of the affected employees in the workgroup. No retaliatory action may be taken against an employee within the workgroup who refuses to vote in favor of a proposed alteration of schedules pursuant to this subparagraph.
- c. Upon mutual written agreement of an employee and the City, a schedule change by agreement is not a defined Schedule Change.

### 4. Exceptions

Construction inspectors, construction coordinators, construction plan reviewers, and employees in the Design & Construction Management Division at the Department of Airports or employees working in information technology may be subject to a schedule change without notice and are therefore not covered by this Section.

### ***C. Rest Periods***

An employee will receive a fifteen-minute paid rest period during each four (4) hour work period. The rest period will be included within the work shift unless there are unforeseen circumstances preventing a break.

Operational needs will determine when an employee receives a break. An employee's rest periods will be counted as time worked when calculating overtime. The City will make a reasonable effort to provide breaks near the middle of each four (4) hour work period. Employees may not stack breaks and/or meal periods, unless otherwise approved by a supervisor, under the City fitness policy, or as approved by a Department Director or designee for operational need. An employee who chooses not to take a break or is required by unforeseen circumstances to work during a break will not receive additional compensation.

***D. Meal Periods***

An employee will have a maximum sixty (60) minute unpaid lunch period during each work shift. City departments will schedule the lunch period based on operational needs. An employee will only be paid for the lunch period if required to be on the work site or to perform any work during the lunch period. Instead of being paid for working during a lunch period, an employee may request to end the work shift early by the same number of minutes worked during the lunch period subject to supervisory approval.

***E. Cleanup Period***

If necessary, an employee will receive a personal cleanup period before the end of each work shift. City departments will determine the length of the cleanup period. Any cleanup period will not exceed fifteen (15) minutes, excluding shutdown and travel times. A City department, supervisor, or designee may authorize a longer period due to operational need on a case by case basis. An employee's cleanup period will be counted as time worked.

***F. Availability for Work***

Employees are expected to report to work able to perform their job functions. An employee may be relieved from work if unable to perform the duties of their position and may be required to use applicable leaves.

In the event an employee is unable to return to work when directed to return to work, the employee will contact their supervisor with explanation.

***G. Shortened Workdays***

An employee reporting to work on a regularly scheduled working day will be guaranteed three (3) hours regular pay if the City tells the employee not to work and to return home. If an employee performs any work, the employee will receive regular pay equivalent to their scheduled shift hours. This provision does not apply if the employee is directed to leave work under Section F above.

**ARTICLE 27 – OVERTIME**

For all employees, the City adheres to the Fair Labor Standards Act for overtime compensation. Employees are eligible for overtime for hours worked beyond 40 hours in a work week. Overtime will be paid at one-and one-half times the employee's regular rate of pay. For the purposes of this agreement, overtime is referenced for those hours worked exceeding 40 hours in a work week. The City reserves the right to assign additional work exceeding an employee's regular schedule during the work week and to limit voluntary overtime or overtime

assignments due to employee safety concerns. If the City requires an employee to perform overtime work, the City will compensate the employee by paying the employee one and one-half times the employee's hourly rate.

For the purposes of this agreement, 911 Dispatch overtime conditions are set forth separately below in Section C.

**Compensatory Time:** At the discretion of a Department, a Department may have a compensatory time accrual policy for specific classifications within the Department. Approval to earn compensatory time may be limited based on specific work projects, funding requirements or other operational need.

**Accrued Compensatory Time:** The City may elect at any time to pay the employee all or any portion of the accrued compensatory time at the employee's applicable hourly rate. AFSCME agrees that the administration and scheduling of any necessary overtime work is solely a function of the City.

Requests to use accrued compensatory time off will be through Workday or similar timekeeping system used by the City and must be approved by a supervisor.

Paid personal leave, using accrued compensatory time, sick leave and vacation hours will not be considered time worked when calculating overtime.

"Scheduled Overtime" means work hours scheduled to occur exceeding a 40 hour work week. (For example: An employee may be assigned a 48 hour work week, or an employee may be scheduled for a staff meeting occurring outside of their regular work schedule). Departments will provide as much notice as possible and will make reasonable efforts to accommodate an employee's scheduling conflicts.

#### ***A. Voluntary Overtime Assignments***

1. Any qualified employee in a workgroup may volunteer to be included on a list of employees who will be offered an assignment of potential overtime hours.
2. Prior to the beginning of each calendar year, each workgroup shall determine, by majority vote, whether the voluntary overtime list will expire and be replaced quarterly or annually, or as agreed with the workgroup. The list will initially, or upon replacement after expiration, be arranged in descending order from highest to least seniority. The City agrees to physically post, or as mutually agreed, electronically, the voluntary overtime list in a location accessible to employees.
3. The City will make a reasonable attempt to offer potential overtime hours to the qualified employees on the volunteer list on a rotation basis by offering potential overtime hours to the first name on the voluntary overtime list at the time of the assignment. However, the City retains the right to determine whether an employee is qualified to work the potential overtime hours and may skip over non-qualified employees if appropriate. In such cases, the City will give an explanation upon request. Once an employee has accepted or declined an offer of potential overtime hours, that employee will move to the bottom of the list.

Except when the request is posted pursuant to subparagraph 4 below, the City will attempt to orally offer an assignment directly to the employee either in person or via electronic means or over the phone.

An employee's failure to answer a telephone call or respond to such an offer will count as an employee declining the potential overtime hours.

In the event the City makes an error in the rotation that results in an employee being improperly placed at the bottom of the voluntary overtime list, the City will fix the error by placing the employee back to the top of the list. If the list expires prior to such employee being offered an overtime assignment, the City will, in consultation with AFSCME, make an adjustment to the subsequent list in an effort to fix the error. If a qualified employee has missed multiple potential overtime hour assignments due to such error, multiple adjustments may be made to the list to fix the error.

4. The City may also request that all qualified employees in a workgroup volunteer to work additional hours beyond their regular schedule for a specific event by posting a request in the workplace at least four calendar days prior to the event. If more employees volunteer than are needed for such an assignment, the order in which the employees appear on the volunteer list shall be used to determine which employees work the assignment. Those who work the assignment shall be moved to the bottom of the list. The City will not count an employee on the volunteer list who does not volunteer for the specific posted event as having declined the work.
5. Upon request of AFSCME, the workgroup's supervisor and the AFSCME steward assigned to that workgroup, or the lead steward in that department, will meet to review the workgroup's records to make sure that the assignment process was properly followed.
6. For the purpose of continuity and completion of assignments, employees working on specific projects are exempt from this overtime assignment provision. However, the City agrees that it will make a reasonable attempt to offer overtime assignments in a fair and consistent manner.

***B. Involuntary Work Assignments in Excess of an Employee's Regular Work Schedule (Involuntary Overtime)***

1. In the event that the City needs to assign involuntary overtime, it will first do so to qualified regular part-time, seasonal and hourly employees. If there is still a need, the City will assign the involuntary overtime in reverse order of seniority by first attempting to contact the qualified employee with the least seniority, and then contacting the next least senior, qualified employee until all overtime work assignments have been made.
2. An employee may be subject to disciplinary action for refusing an overtime assignment.
3. For the classification of Airport Operations Coordinators, there will be eight (8) consecutive hours in between each involuntary overtime assignment, and every attempt will be made to assign involuntary assignments attached to employees' shift.

### **C. Overtime for 911 Bureau Classifications**

Due to the unique safety and staffing requirements in the 911 Bureau, the Bureau has its own overtime rules and policies consistent with FLSA obligations. Substantial alteration of these overtime rules and policies will be addressed in labor management meetings and subject to mutual agreement in writing with AFSCME. The Bureau is not precluded from minor alterations for operational efficiency.

#### **1. Overtime**

For the 911 Bureau, the City adheres to the Fair Labor Standards Act for overtime compensation. Employees are eligible for overtime for hours worked beyond 40 hours in a work week. Overtime will be paid at one-and one-half times the employee's regular rate of pay. For the purposes of this agreement, overtime is referenced for those hours worked exceeding 40 hours in a work week. The City reserves the right to assign additional work exceeding an employee's regular schedule during the work week and to limit overtime for voluntary opportunities or overtime assignments for safety concerns. Supervisory employees are not precluded from assignment of work for Dispatcher shifts or work assignments including assignments to ease scheduling and workloads. An employee may be subject to disciplinary action for refusing an overtime assignment.

#### **2. Involuntary Overtime Assignments**

The Bureau may assign involuntary overtime consistent with policy. The Bureau will seek volunteers first for involuntary overtime opportunities when feasible. Employees will not be required to work more than 6 days in a work week. Employees will not be required to work involuntary overtime when taking a full shift of accrued vacation or holiday time, or on regular days off adjoining approved vacation or holiday time excluding extraordinary circumstances.

Employees who are scheduled in advance of 24 hours and assigned involuntary overtime shift of a four (4) hour period during the months of July 2026, November 2026, and December 2026 will receive a premium incentive of one-half (0.5) hour straight time of the employee's base rate of pay for the assigned shift. This provision does not apply to call-back.

Involuntary overtime assigned with less than 24 hours' notice: If an employee is assigned to involuntary overtime with less than 24 hours' notice, the employee will receive a premium incentive of two (2) hours of the employee's base rate of pay for the assigned shift. This provision includes payment for Callback under Article 30. This provision does not apply to shift extensions.

At the election and request of the employee, the employee will be granted at least 8 hours off between an employee's last involuntary overtime assignment and the employee's next regularly assigned shift, excluding extraordinary circumstances.

#### **3. Voluntary Overtime**

Employees who agree to work a posted voluntary four (4) hour overtime shift during the months of July 2026 through June 2027 (with the exception of July 2026, November 2026, and December 2026) will

receive a premium incentive of one (1) hour straight time of the employee's base rate of pay for the assigned shift. Employees who agree to work a voluntary four (4) hour overtime shift during the months of July 2026, November 2026, and December 2026 will receive a premium incentive of one and one-half (1.5) hours straight time of the employee's base rate of pay for the assigned shift.

#### 4. Monthly Information

In accordance with applicable law and regulations and subject to availability of data, the Bureau will post on the department intranet, by no later than the 15th of each month, the following aggregate data for the prior month: average call response times, monthly call volume, and transfer percentage rate to outside agencies.

The Bureau will post the prior monthly aggregate overtime statistics on the department intranet by no later than the 15th of each month.

Policy: Changes to department policies and procedures will be posted to the department intranet within 30 days of the effective date of the change. This provision does not apply to short term changes intended for less than 30 days.

## **ARTICLE 28 – PART-TIME/TEMPORARY/SEASONAL EMPLOYEES**

### ***A. Voluntary Overtime Opportunities***

Voluntary overtime opportunities will first be offered to full-time employees. If insufficient full-time employees do not volunteer for posted overtime, the City is not precluded from assigning part-time, temporary, or seasonal employees.

### ***B. Bidding***

Part-time and hourly employees are not part of the bidding process for holidays, vacations, or shifts.

Part-time employees cannot replace or displace full-time employees in their job classifications, positions, or normal job duties.

## **ARTICLE 29 – ON-CALL PAY**

The City may require an employee to remain readily available to return to work outside of the employee's regularly scheduled work hours. During this time, the employee may be required to notify the City where the employee can be reached for a prompt response and able to return to work under normal commute conditions consistent with Department rules.

Excluding the Department of Public Utilities and the Airport, the City will pay an employee placed on on-call two (2) hours straight-time pay for each twenty-four (24) hour day the employee is on on-call status.

An employee in the Department of Public Utilities or the Airport will receive two (2) hours straight-time pay per each twelve (12) hour period the employee is on on-call.

If the employee is required to respond to a work location such as a City facility or incident scene, the employee will be guaranteed four (4) hours work or a minimum of four (4) hours straight-time pay. An employee will receive an additional two (2) hours straight-time pay for each additional occasion the employee is called to work during the twenty-four (24) hour on-call period.

Calls for work that do not require a response to a City facility or incident scene, including, but not limited to, responding to a work-initiated phone call or virtual meetings that do not require reporting to a City facility or incident scene for more than 5 minutes when assigned on-call, will be compensated in a minimum increment of 15 minutes' straight time, or overtime if applicable. Phone calls, virtual meetings or similar contacts of 5 minutes or less are considered insubstantial. Employees will log their time and the duties performed.

Article 30 does not apply when receiving compensation under this Article.

Consistent with Article 16, employees who are assigned Snow Fighter under Article 16 will not receive the additional on-call allowance during those periods when they are performing snow fighter duties. Employees who are assigned Snow Fighter are still eligible for on-call pay if the on-call is not due to Snow Fighter duties.

## **ARTICLE 30 – CALLBACK PAY**

An employee who has been released from regularly scheduled work and who is directed to return to a work location, scene or place of assignment without prior notice or scheduling before their next normal duty shift will receive a premium of three (3) hours straight-time pay and will be guaranteed a minimum of four (4) hours work or straight-time pay. This will not be considered a shift change.

This provision does not apply for remote work assignments. Callback pay initiates upon arrival at the work location and does not include any commute time. Article 29 does not apply when receiving compensation under Article 30.

Employees responding to a work-initiated phone call or virtual meetings for more than 5 minutes when off-duty will be compensated in a minimum increment of 15 minutes straight time, or overtime if applicable. Calls, virtual meetings, or similar contacts of 5 minutes or less are considered insubstantial. Employees will log their time and the duties performed.

This Article does not preclude management members covering on-call conditions and responding to calls for service.

Cancelled Callback: If the City notifies an employee that the callback has been cancelled before the employee arrives at the employee's place of work, incident, scene or place of assignment, the employee will receive a minimum of one (1) hour straight time pay.

## **ARTICLE 31 – JOB POSTING**

It is the City's intent to provide opportunities for current City employees to be promoted or move between job classifications within the City using the following procedures:

**A. Job Vacancy**

The City will post job vacancies for at least seven (7) calendar days. The City is not precluded from posting job vacancies externally. An employee may apply for the position by providing all required information. Job announcements will contain the position's minimum qualifications and clearly state any job requirements and identify if the position is in the bargaining unit.

**B. Selection Procedure**

An employee submitting an application who meets the minimum qualifications for a posted position will be offered an initial assessment for the position

**C. Neutral Observer**

AFSCME may request to have a Designated Representative serve as a neutral observer to attend oral interviews for bargaining unit positions. A neutral observer will not be from the same workgroup and will be permitted to attend initial oral interviews for the position but will not actively participate in the interviewing process nor be present for discussion or scoring of interviewees by the interviewing panel. Scheduling of interviews will not be delayed to ensure attendance by the neutral observer.

**D. Grievances**

An employee may file a grievance if the employee believes the City did not follow this Article as allowed by Article 47.

**E. Accepting a New Position within the Bargaining Unit**

1. An employee within the bargaining unit accepting a new position within the bargaining unit may return to their former position within the first thirty (30) calendar days in the new position.
2. An employee accepting a new position must serve a ninety (90) calendar day evaluation period. The City may extend the evaluation period for training purposes. An employee who fails to successfully complete the evaluation period will be returned to their former position if vacant and by mutual agreement by the respective Department Directors. If the former position is not vacant and mutual agreement is not reached to return to the former position, the employee remains in the position.

**F. Recruitment Training**

In an effort to assist employees with the job application process, the City will hold quarterly training sessions. The training sessions require participation by at least five employees and will include such topics as resume building, development of interviewing skills, and mock interviews. Employees who wish to participate will be provided time during their normal working hours to attend the training, subject to supervisory approval which will not be unreasonably withheld. The City will make reasonable accommodations to allow employees whose normal working hours do not coincide with the training an opportunity to attend.

## **ARTICLE 32 – SHIFT BIDS**

The City will assign employees to shifts based upon operational need. Employees will bid for the remaining shift/route assignments based on seniority.

### ***A. Shift Bids***

Each department will post written notice of the shift bid annually for the next calendar year by October 13 of each year. Once posted, bidding will occur within 14 days of posting. Departments are not precluded from altering these rules by mutual agreement through labor management meetings.

### ***B. 911 Bureau***

For the 911 Bureau, the Bureau will bid for priority vacation and holidays for Dispatchers by trimester or yearly as identified by a majority of Dispatchers as reported to the Department Director by October 1 of each year. Other requests for vacation and holiday are reviewed on a first come, first served basis. Bidding will be completed at least one month in advance of the upcoming trimester.

## **ARTICLE 33 – VACATION AND HOLIDAY BIDS**

Employees may bid on vacation and holiday leave (for those classifications regularly required to work holidays). The City will grant employees vacation and holiday bids based upon operational needs. The City is not precluded from granting up to 80 hours of time off to attend a pre-planned event for a new hire as contained in an employment offer.

Approval for vacation and holiday bids will be based on City seniority (Article 11). An employee may only request vacation or holiday time which the employee has already accrued or will have accrued prior to the requested dates, and the employee must have the equivalent accrued leave at the time of the vacation/holiday time taken. Failure to have sufficient accrued leaves at the time of leave may result in denial of the leave. Employees are expected to manage their leave balances and consult with their supervisor in advance of these conditions. Requests to use vacation accruals will be through workday or similar program and must be approved by a supervisor.

### ***A. Annual Vacation Shift Bids***

Each department will post written notice of the shift and route bid annually for the next calendar year by November 13 of each year. Once posted, bidding will occur within 14 days of posting. Departments are not precluded from altering these rules by mutual agreement through labor management meetings.

### ***B. Cancelling Vacation and Holiday Requests***

An employee may cancel an approved vacation or holiday request by providing written notice fourteen (14) calendar days prior to the date of the approved vacation or holiday. The supervisor may approve a cancellation with less than the fourteen (14) day notice if this does not affect the operations of the organization. The City will make a reasonable attempt to offer any cancelled vacation or holiday to employees who were unsuccessful

in bidding for that same time during the annual vacation/holiday bid. Abuse of this section may be subject to disciplinary action.

The employee's department director (or their designee) may only cancel an employee's previously approved vacation or holiday request in extraordinary circumstances, or if the employee does not have sufficient leave accruals.

**C. Other Vacation and Holiday Requests**

After the annual vacation and holiday bid, an employee may request to take additional accrued vacation or holiday leave on a first-come first-approved basis. A supervisor will approve the request as soon as possible unless approving the request will adversely affect the operations of the organization.

**ARTICLE 34 – VACATIONS**

The City will pay an employee their regular wages when using vacation leave.

Every employee will accrue vacation hours on a bi-weekly basis from the date the employee begins full-time employment with the City. Vacation hours may be used on the first day of the pay period following the period in which the vacation hours are accrued.

Employees are eligible to receive prior service credit for previous full-time City employment. Prior service credit is applicable for vacation accrual, personal leave accrual, and short-term disability benefits. Prior service credit does not apply to employee service awards, service certificates or layoffs.

Prior Non-City Service Credit: The City will provide a limited opportunity for prior service credit for prior non-City work experience to be counted towards an employee's vacation tier accrual.

If the City requires an employee to work during an approved vacation period, the City will pay the employee three (3) hours straight time pay and will compensate the employee for the time the employee works at time and one half. This provision does not apply to employees who volunteer to work when not regularly scheduled.

An employee will not receive vacation pay during the time the City requires the employee to return to work during an approved vacation period. The unused vacation hours will be reinstated and the employee will be allowed to reschedule the unused vacation.

**A. Vacation Accrual**

An employee will accrue vacation on the following schedule:

Completed Years of Continuous City Service	Hours of Vacation per Year	Hours Accrued per Pay Period	Annual Maximum Carry Over
0 through 36 months	97	3.73	240
37 through 72 months	115	4.42	240

73 through 108 months	125	4.81	240
109 through 144 months	144	5.54	280
145 through 180 months	160	6.15	completion of year 12: 280 hrs. completion of year 13: 320 hrs.
181 months through 228 months	176	6.77	320
229 months and above	200	7.69	320

The City and AFSCME agree that vacation accrual rate is based on continuous years of full-time City service consistent with policy and prior service credit consistent with Appendix C. An employee will forfeit any vacation hours above the maximum, including any Plan A sick leave hours converted to vacation, unless used before the end of the pay period in which an employee’s designated continuous service date occurs. Maximum Accrual Carry Over is yearly based on the employee's continuous service date as set by City policy.

**B. Benefits upon Termination**

Upon termination, the City will pay an employee for all:

1. Accrued but unused vacation time up to the annual maximum carryover for the employee's respective tier as noted above;
2. Unused holiday time accrued within the twelve months prior to termination; and
3. Any accrued but unused compensatory time off.

Contract Note: “Personal Holiday” (Article 35) is not subject to compensation upon separation of employment.

**ARTICLE 35 – HOLIDAYS**

**A. Holidays Specified**

The City will observe the following paid holidays for all employees other than those employees assigned to the Justice Court who will observe holidays in accordance with the Utah State Courts calendar, plus the personal holiday below.

1. New Year's Day, the first day of January.
2. Dr. Martin Luther King Jr. Day (Human Rights Day), the third Monday of January.
3. Presidents Day, the third Monday of February.

4. Memorial Day, the last Monday of May.
5. Juneteenth National Freedom Day, the nineteenth day of June.
6. Independence Day, the fourth day of July.
7. Pioneer Day, the twenty-fourth day of July.
8. Labor Day, the first Monday in September.
9. Veterans Day, the eleventh day of November.
10. Thanksgiving Day, the fourth Thursday in November.
11. Friday after Thanksgiving Day.
12. Christmas Day, the twenty-fifth day of December.
13. One (1) personal holiday earned each calendar year. A personal holiday is to be taken contingent on the operational requirement of the employee's department. An employee's supervisor will either grant or deny an employee's written request no more than five (5) working days after receiving the request. Use of a personal holiday must occur in the calendar year earned and is not subject to carry over in the next calendar year or subject to compensation upon separation.

An employee whose regular schedule includes Saturday and/or Sunday will celebrate a holiday on the actual calendar day that it occurs. All other employees will celebrate a holiday falling on a Sunday on the following business day. If a holiday falls on a Saturday, the preceding business day will be considered a holiday.

Effective January 1, 2027, a paid holiday for a full time employee is the equivalent of 8 hours pay, except for the 911 Bureau as noted in Section D below.

Employees whose regularly scheduled shift is longer than 8 hours and who take a holiday will be required to use banked holiday hours, accrued personal leave, vacation, or compensatory time earned to account for the difference between their regularly scheduled shift and the 8 hour paid holiday. If an employee has exhausted personal leave, vacation, and compensatory time accruals, the difference in hours will be considered unpaid; however, an employee will not be subject to corrective or disciplinary action in this circumstance. Alternatively, with supervisor approval, an employee may be allowed to work additional hours on a different day during the week to make up the difference between their regularly-scheduled shift and the 8-hour paid holiday or change their schedule for that week to five 8-hour days.

#### ***B. Holiday Bank***

When an employee works on a designated holiday or the observed holiday occurs on the employee's regular day off, the employee can choose to:

1. Be paid for the holiday in addition to their hours worked for the week.
2. Bank the holiday for future use. Effective January 3, 2027, an employee may elect to maintain a bank of up to 50 hours of accrued holiday. The City will not unreasonably deny an employee's request to take banked holiday time in increments no less than 0.25 hours. Time off requests are subject to supervisor approval.

Upon separation of employment, an employee will be compensated for their holiday time accrual up to the maximum accumulation above. For clarification, when an employee is paid their holiday time at separation, such payment does not count as hours worked, and only time taken off using accrued holiday bank accruals counts as hours worked for the purposes of calculating overtime.

3. With supervisor approval, adjust their schedule to take the holiday on a different day during the week.

The City will consider an employee's holiday hours as time worked when calculating overtime during the week of any observed holiday referenced in Section A of this article, including any alternative (banked) holiday even if the employee does not work on that day.

For clarification, when an employee gives notice of intent to receive compensation for holiday bank accruals, the payment is paid in the pay period occurring after the existing pay period when notice was provided. When electing to receive compensation for accrued holiday bank accruals for time not taken, such payment does not count as hours worked, and only time taken off using accrued holiday bank accruals counts as hours worked for the purposes of calculating overtime.

### ***C. Missed Holiday Work***

If an employee is scheduled to work a holiday and does not work that holiday, the City will deduct hours from the employee's personal leave or sick leave account and pay the employee for that holiday. However, that time will not be considered when computing overtime for that week. Abuse of this section may be subject to discipline.

### ***D. Holiday in Lieu for 911 Bureau***

Effective January 3, 2027: In lieu of holidays, all full time 911 Dispatchers within the 911 Bureau will accrue 6.00 hours per pay period, excluding the 27th pay period. Holiday accrual shall be maintained in an account that is a separate holiday accrual bank. The maximum accumulation of holiday bank accrual is 156 hours at any one time for each employee, and thereafter there is no more accrual or compensation received. Employees are responsible to manage their leave accruals.

An employee may elect to use holiday bank accruals, in full shift increments, at a time mutually agreeable to the supervisor and employee, or if not agreed, the employee may elect to receive compensation for those requested hours through the regular payroll in the following pay period.

Employees may elect to receive compensation for accrued holiday hours by giving advance notice to payroll. Payment will be through regular payroll in the following pay period.

Upon separation of employment, an employee will be compensated for their holiday time accrual up to the maximum accumulation above.

For clarification, when an employee gives notice of intent to receive compensation for holiday bank accruals, the payment is paid in the pay period occurring after the existing pay period when notice was provided. When electing to receive compensation for accrued holiday bank accruals for time not taken, such payment does not count as hours worked, and only time taken off using accrued holiday bank accruals counts as hours worked for the purposes of calculating overtime.

## **ARTICLE 36 – SICK LEAVE & HOSPITALIZATION BENEFITS (Plan A Only)**

### ***A. Sick Leave Policy and Procedures***

1. An employee may use their sick leave if the employee is unable to work because of illness or injury.
2. An employee who will be absent from work because of illness or injury must notify their supervisor that the employee will be absent no later than thirty (30) minutes before their shift starts. Notification from an employee to their supervisor by telephone, voice message, text, or email within the required timeframe will be considered sufficient, unless otherwise specified by a Department Director. If unforeseen circumstances prevent the employee from notifying their supervisor, the employee must contact the supervisor as soon as reasonably possible.
3. The City may require an employee using sick leave to provide written proof from their health care provider that the employee's sickness or injury prevented the employee from working for more than two (2) scheduled shifts or if the employee failed to notify their supervisor as required by this MOU.
4. The City will allow employees to use sick leave in a minimum of one (1) hour time periods for medical or dental appointments. The City may require an employee to provide written proof that the employee actually attended a medical or dental appointment.

### ***B. Sick Leave Accumulation***

An employee may accumulate additional sick leave at the rate of 4.62 hours per pay period.

### ***C. Sick Leave Conversion to Vacation Time***

An employee with two hundred forty (240) sick leave hours may convert a portion of that sick leave to vacation hours according to the following schedule.

<b>Employees working 8-hour shifts:</b>	
<b>Number of Hours Sick Leave Used</b>	<b>Number of Hours to Convert</b>
0	64
8	56
16	48
24	40
32	32
40	16
More than 40	0

<b>Employees working 10-hour shifts:</b>	
<b>Number of Hours Sick Leave Used</b>	<b>Number of Hours to Convert</b>
0	64
10	54
20	44
30	34
40	24
50	14
More than 50	0

<b>Employees working 12-hour shifts:</b>	
<b>Number of Hours Sick Leave Used</b>	<b>Number of Hours to Convert</b>
0	64
12	52
24	40
36	28
48	16
60	4
More than 60	0

***D. Sick Leave Credit Forward***

If an employee converts sick leave hours to vacation hours, the remaining sick leave hours minus any sick leave hours used by the employee during the year will be carried forward as accumulated sick leave hours.

***E. Notification of Conversion***

An employee choosing to convert sick leave hours to vacation hours must notify Human Resources in writing, on or before January 31 of each year. The City will provide employees information regarding sick leave use for the previous year and forms to request conversion. An employee may only convert sick leave hours earned during the calendar year before the January 31 date.

***F. Presumption of Use***

An employee must use any sick leave hours converted to vacation hours before taking any other day of vacation time. An employee will not be paid for any sick leave hours converted to vacation hours upon termination.

***G. Dependent Leave***

1. An employee may request dependent leave to care for the employee’s child, spouse, or parent who is ill or injured but may not have a serious health condition (non-FMLA-qualifying event).
2. The following provisions apply to the use of dependent leave:

- a. Dependent leave may be granted with pay on a straight-time basis.
- b. The supervisor or manager may require an employee to provide information about the need for dependent leave.
- c. An employee’s sick leave shall be reduced by the number of days/shifts taken by an employee as dependent leave under this paragraph.

**H. Hospitalization**

An employee may use up to thirty (30) calendar days’ hospitalization leave each calendar year. This leave may be used when an employee is unable to work because of scheduled non-elective surgical procedures or because the employee has been admitted to a hospital.

The City may require an employee to provide written documentation of the need for hospitalization leave.

**ARTICLE 37 – PERSONAL LEAVE (Plan B Only)**

- 1. The City will provide paid personal leave to an employee as insurance against loss of income when the employee is absent from work due to illness or injury, to care for a dependent, or for any other emergency or personal reason, subject to the City’s operational need. Personal leave will be excluded from use during periods when the City requires an employee to perform work beyond their regularly scheduled hours in any given workweek. The employee will be allowed instead to retain unused personal leave hours for use at a future date.
- 2. Each employee will receive personal leave based on the following schedule:

Months of Continuous City Service	Hours of Personal Leave
Less than 6	40
Less than 24	60
24 or more	80

An employee hired during the plan year will be provided paid personal leave on a prorated basis.

Personal leave accrual is based on continuous months of full-time City service and not upon an employee’s accumulated paid City service. However, an employee will receive a maximum of three (3) years prior service credit toward personal leave accrual as provided in City policy.

- 3. Each employee will receive personal leave on November 1 of each calendar year. Accrued personal leave hours may be used on the same day the hours are received.

4. Not later than October 15 of each calendar year, an employee may notify their department in writing that they want to:
  - a. Convert up to 80 hours of unused available personal leave hours for a lump sum payment equal to 50 percent of the employee's hourly rate in effect on date of conversion; or
  - b. Carry over to the next plan year up to 80 unused paid personal leave hours; or
  - c. Convert a portion of unused paid personal leave hours, for a lump sum payment as provided and carry over a portion as provided above.
5. An employee may only carry over a maximum of 80 hours of paid personal leave to the next personal leave plan year. The City will convert any personal leave hours unused or converted before the end of the personal leave plan year beyond the maximum to a lump sum payment.
6. The City will pay an employee who is terminated fifty (50%) percent of the hourly base wage rate for each unused and accumulated personal leave hour. Personal leave hours will be prorated based on when in the personal leave plan year the employee terminates employment with the City.
7. Conditions of use of paid personal leave are:
  - a. Minimum use of paid personal leave is fifteen minutes.
  - b. Except in unforeseen circumstances, such as emergencies or the employee's inability to work due to their illness or accident, the employee must provide their supervisor or manager with prior notice to allow time for the supervisor or manager to make arrangements necessary to cover the employee's work.
  - c. For leave due to unforeseen circumstances, an employee must give their supervisor or manager as much prior notice as possible, but in no event later than thirty (30) minutes before commencement of the employee's scheduled work shift. Notification from an employee to their supervisor by telephone, voice message, text, or email within the required timeframe will be considered sufficient. If unforeseen circumstances prevent the employee from notifying their supervisor, the employee must contact the supervisor as soon as reasonably possible.
  - d. Supervisors or managers will not require an employee to use another form of leave in lieu of requested paid personal leave.

## **ARTICLE 38 – SHORT TERM DISABILITY (Plan B Only)**

The City provides protection against loss of income when an employee is absent from work due to short-term disability (SDI). There will be no cost to the employee for SDI. SDI will be administered in accordance with the terms determined by the City.

## ARTICLE 39 – LEAVES OF ABSENCE

### A. *Bereavement Leave*

An employee will be entitled to paid bereavement leave upon the circumstances provided for in this Section 39.A. An employee must notify their supervisor by email or voice mail as soon as possible that the employee needs bereavement leave, the relationship, and the date of the passing. The City will then release the employee from their regular scheduled work time in the following manner:

#### 1. Immediate Family Bereavement Leave

If an employee, or an employee's current spouse or domestic partner, suffers the death of an immediate family member (defined as a spouse, domestic partner, adult designee, child, siblings, parent (including "in loco parentis" narrowly construed), grandparent, or grandchild, or the equivalent relationship established through marriage "step" relations), the City will provide up to forty hours of paid leave to the employee for bereavement and attendance of a funeral, memorial service, or equivalent event. Bereavement leave hours do not need to be used continuously but must be used within one year of the death. Bereavement leave may be later denied if filed under false pretenses.

- a. Consistent with City policy, in the event an employee, employee's spouse or partner, or employee to be an adoptive parent experiences a miscarriage or stillbirth, the City will provide an employee with up to 40 hours of paid leave for bereavement.
- b. Consistent with City policy, in the event of the death of a qualifying child, as identified by City policy, the City will provide an employee with up to an additional 40 hours of paid leave for bereavement.
- c. Subsections a and b are not cumulative to each other.

#### 2. Other Family Bereavement Leave

If an employee suffers the death of a family member who is not an immediate family member, the City will provide one shift of paid bereavement leave for the employee for a funeral, memorial service, or equivalent event.

#### 3. Travel

An employee will receive an additional paid shift of bereavement leave if the employee attends a funeral, memorial service or equivalent event that is held more than 150 miles distance from Salt Lake City and the day following the memorial service or equivalent event is a regular working shift.

#### 4. Leave for Death of a Friend

In the event of the death of an employee's friend, paid bereavement leave will not be provided but the employee may use their personal leave, compensatory time or vacation (or leave without pay if accrued leaves are exhausted) time to attend the funeral, memorial service or equivalent event, subject to the approval of the

employee's immediate supervisor. Reasonable efforts will be made to allow the employee to use available time for this purpose. This provision is limited to twice per calendar year.

5. Vacation and Other Leave

- a. If any immediate family member identified above dies while an employee is on vacation, the employee's vacation will be extended by the amount of time authorized as bereavement leave.
- b. An employee who is on an unpaid leave of absence is not entitled to bereavement leave.

6. Additional Hours

All bereavement leave hours are paid as straight time, and are not eligible for overtime pay.

**B. *Employees Who Enter Military Service***

An employee who enters active service in the Utah National Guard or in the service of a uniformed service of the United States, including the United States Army, United States Navy, United States Marine Corps, Space Force, United States Air Force, commissioned corps of the National Oceanic and Atmospheric Administration, or the commissioned corps of the Public Health Service, is entitled to be absent from their duties and service with the City, without pay, as required by state and federal law.

**C. *Pay While on Military Duty***

An employee who is or becomes a member of the reserves of the United States Army, Navy, Air Force, Space Force, Coast Guard and Marines, or any unit of the Utah National Guard, will receive full pay for all time not in excess of fifteen (15) continuous calendar days per year spent on military active duty in connection with the requirements of the service. This leave is in addition to annual vacation leave.

An employee who does not participate in an annual exercise or serve on extended active duty, but instead participates in active military duty on a periodic basis throughout the year, will be allowed full pay for all the time not in excess of ninety (90) hours per calendar year spent on military duty. An employee claiming this benefit must provide documentation to the City demonstrating the duty.

**D. *Leave for Jury Duty***

An employee will receive regular wages for any scheduled shift work missed due to jury service. In addition, an employee is entitled to receive and retain statutory juror's fees paid for jury service.

If an employee is required to report for jury service and is then excused by the Court during their regular working hours for the City, the employee will immediately return to work. An employee failing to return to work after being excused by the Court will not be paid for that shift. An employee must give their supervisors as much advance notice as possible of jury duty that may require them to be absent from work.

### ***E. Family and Medical Leave***

The Family and Medical Leave Act (FMLA) is a federal law that provides a period of unpaid leave each year and protects jobs and health care benefits for an employee who needs to be off work for certain “family and medical” reasons. An employee may obtain a complete copy of the City’s FMLA policy on the City’s intranet or may request a copy from the City’s Human Resources Department.

The City requires all employees utilizing FMLA leave to use their paid leave accruals before taking unpaid FMLA leave. Employees may keep a reserve up to 80 hours of paid leave time by submitting a written request.

### ***F. Additional Leaves of Absence***

An employee may request up to 90 days unpaid leave of absence at the discretion of the department director without loss of seniority or position.

### ***G. Leave Verification and Disputes***

#### **1. Verification of Bereavement Leave**

The City is not precluded from verifying requests for bereavement leave. However, requests for verification must be approved by Human Resources or the department director/designee.

#### **2. Disputes**

If a dispute arises as to whether an employee is entitled to leave under Sections A-E, then the dispute can be submitted to the Chief Human Resource Officer (or designee) for final determination. Any additional action regarding this determination can be addressed as set forth in Article 47.

## **ARTICLE 40 – LAYOFFS**

Whenever layoffs are necessary, the City will first lay off seasonal, probationary, and part-time employees within their classification.

1. The City will lay off employees in the same work group and the same classification, in inverse order of City seniority.
2. Bumping: An employee designated for layoff has “bumping” rights. An employee may only bump another employee with the least City seniority in a lower classification if:
  - a. The designated employee has more City seniority than the employee being bumped;
  - b. The designated employee previously held the position (i.e. substantially similar duties regardless of title) or to a position in a lower career ladder at the City;
  - c. The position is within the same City department; and

- d. The designated employee meets the position’s current qualifications.
3. For up to one (1) year from when after an employee has been laid off, the employee designated for layoff or actually laid off will be placed in an open represented position in the City if:
    - a. The City is currently seeking applications for the position.
    - b. The position is in the same or a lower pay grade, earning the same or lower salary, than the employee’s previous position.
    - c. The employee meets the position’s qualifications.
    - d. If more than one laid off employee qualifies for placement in a position, the employee with the most seniority will be placed in the open position.
    - e. The employee will give notice to Human Resources of the open position the employee is seeking within 7 days of the notice of layoff or within 7 days of the posting.
  4. An employee placed in a position must successfully pass a six (6) month probationary period. If the employee does not successfully pass the probationary period, the employee will be terminated.
  5. An employee who refuses placement in a position under paragraph 3 will not be eligible for any rights under this Article.
  6. If the City rehires a laid off employee within one (1) year from the employee’s layoff date, the employee’s City and classification seniority will be reinstated, less the time spent laid off.

An employee who has been laid off will receive fifty percent (50%) of the value of their accumulated unused personal leave hours when laid off. Layoff of a Plan A employee, if recalled, will divert to Plan B.

**ARTICLE 41 – SICK LEAVE COMPENSATION UPON RETIREMENT (Plan A Only)**

***A. Unused Sick Leave for Employees upon Retirement***

When an employee with accrued sick leave retires under URS, the City will contribute fifty percent (50%) of the base hourly rate value of the employee’s unused sick leave to the health reimbursement account as allowed by that Plan.

**ARTICLE 42 – RETIREMENT/LAYOFF (R/L) ACCOUNT (Plan B Only)**

If an employee is laid off, the City will pay 100% of the amount in the employee’s R/L account balance paid at their base hourly rate as of the last day of employment.

Employees who meet the eligibility requirements of the Utah Retirement System and who retire from the City will be paid at their base hourly rate for 100% of their RL account balance based on the schedule below:

Retirement Month	100% RL hours will be:
January 1st - June 30th	Contribution to a Health Retirement Account Plan (i.e. 501(c)(9) or similar)
July 1st - December 31st	Paid as compensation to retiree

Hours may be withdrawn from the R/L account for emergencies after all personal leave hours are exhausted and the employee’s supervisor or manager approves. The supervisor will not unreasonably deny an employee’s request.

R/L account hours may also be used to supplement workers’ compensation benefits.

### **ARTICLE 43 – WORKERS’ COMPENSATION**

If an employee suffers a City service-connected injury or illness which entitles the employee to receive workers’ compensation, the City will pay the employee as required by the Utah Workers’ Compensation Act. The City will use an employee’s accumulated leave time or R/L account to make up the difference between the amount the employee receives as workers’ compensation payments and the employee’s net wages. An employee must notify the department if the employee does not want to use accumulated leave time or R/L account.

The City will provide modified duty assignments, if available and subject to operational need, to an employee with an occupational injury or illness as defined by the Workers’ Compensation Act. Modified duty assignments are subject to a written release from the employee’s medical provider allowing the employee to return to work, along with any work restrictions.

### **ARTICLE 44 – CORRECTIVE ACTION AND DISCIPLINE**

The City agrees to act in good faith in the discipline of any employee. Depending on the severity of the violation involved and the employee's past record, disciplinary actions are suspension without pay, disciplinary demotion, or termination of employment.

The City will follow City policy and the principles of just cause when determining the appropriate disciplinary action to impose.

Non-Disciplinary Corrective Actions: Corrective Actions and Counseling documents, such as notices of corrective actions, counseling, coaching, verbal warnings (even if repeated in writing), written warnings, performance improvement plans, and other similar remedial actions are not considered discipline. An employee may provide a rebuttal to a corrective action, so long as submitted within 14 calendar days of imposition. Corrective actions are not subject to the grievance procedure. Corrective action documents will be considered stale after 24 months from imposition provided no further corrective or disciplinary action has occurred. Counseling documents can be used as notice of rule should additional related conduct occur.

Counseling and Disciplinary Action will be clearly labeled, and the City is not precluded from giving directives, instructions, or other remedial information to employees that is not considered corrective or disciplinary action.

The City agrees to make best efforts to address matters of performance concerns with the understanding of being responsive to performance concerns as they arise or workgroup management becomes aware.

The City agrees it will not discipline an employee unless it has complied with these procedural rights. The Union may grieve a procedural violation of Section A, B, or C below under Article 47 starting at Step 1.

Upon awareness of allegations of misconduct that could result in disciplinary actions, the City may conduct an investigation.

**A. *Investigative Interview***

The City will investigate an employee's alleged misconduct as follows:

1. Before any investigative interview with an employee who may have engaged in misconduct that may lead to disciplinary action, the City will provide the employee at least 72 hours' written notice including facts sufficient to reasonably ascertain the allegations including date, time and place (if known), notice of possible policy or rule violations, and notice of right to have a representative present without threat of retaliation.
2. The employee must inform their supervisor before the investigative interview if the employee will be represented and provide the name of the representative.
3. An investigative interview will specifically and narrowly focus on the alleged act of misconduct. A union representative is not precluded from raising this concern during an investigatory interview.
4. The City will audio record the investigate interview. A copy of the audio recording will be provided upon reasonable request of the employee subject to the interview.
5. Anyone conducting the investigation may not:
  - a. Subject the employee under investigation to offensive language or threaten disciplinary action, except an employee refusing to truthfully respond to questions or to submit to interviews will be told that their failure to truthfully answer questions may result in disciplinary action.
  - b. Make any promises which might encourage the employee to answer any questions.
6. The City's and the employee's representative may not delay, interfere with, or otherwise obstruct any investigation conducted by the City. The employee's representative is a representative of the employee with the limitation of not answering questions on behalf of the subject employee or conduct jeopardizing the integrity of the investigatory process. An employee's representative may not be a witness to the factual allegations.

7. The City will provide an employee with a written result of any investigation including a finding of each allegation and any action the City may take as a result of the investigation. In the event disciplinary action resulting in a suspension without pay, disciplinary demotion, or termination is being considered, the written results of the investigation will be provided with the pre-determination notice.
8. If an employee has not received a written result within sixty (60) calendar days after the investigative interview, the employee may request a status report of the investigation. Within seven (7) calendar days after receiving the request the City will inform the employee of the investigation's status and the likely time required to make a determination.
9. Employees are not precluded from sharing disciplinary related documents with a Union representative. If an employee affirms in writing and consents, the City will make best efforts to provide disciplinary correspondence to the employee's AFSCME designated representative, steward or executive board member.

***B. Pre-Determination Meeting***

Prior to imposition of a suspension without pay, disciplinary demotion, or termination, the employee will be provided a reasonable opportunity for a pre-determination meeting. An employee and their representative will be given a reasonable time to examine all documents which the City will use at the meeting before the pre-determination meeting.

1. At least 24 hours before the pre-determination meeting, the City will provide an employee:
  - a. Written notice of the allegations against the employee;
  - b. A written statement of each allegation's basis; and
  - c. Written explanation of the evidence sustaining the findings or formal reports and evidence the City will rely on.
2. The City will postpone a pre-determination meeting one time in order to allow an employee to obtain representation, subject to not causing an unreasonable delay. The employee must inform the person providing the pre-determination letter at least one calendar day before the pre-determination meeting if the employee will be represented and provide the name and title of the representative.
3. The City will audio record the pre-determination meeting. The employee may make a separate recording. Any recordings made during a pre-determination meeting will be available to everyone present at the meeting upon request.
4. The employee will be given an opportunity to respond to the allegations and may present additional information, including mitigating factors or statements, related to those allegations. A pre-determination meeting is informal and does not include the examination of witnesses. The meeting is voluntary for the employee to attend.

5. The City will render a determination in writing within ten (10) business days of the date on which the pre-determination meeting took place unless the employee agrees to an extension of time which will not be unreasonably denied. In the event the pre-determination meeting results in a need for further investigation to make a determination, the City will provide such notice in writing to the employee.

**C. *Imposition of Formal Disciplinary Action***

Employees will be given written notice of any formal disciplinary action imposed and informed of the right to grieve the disciplinary action. The notice will include reference to grievance rights under Article 45. Disciplinary actions will be imposed in a private manner. The City acknowledges to act in good faith when considering and imposing disciplinary actions.

**ARTICLE 45 – DISCIPLINARY GRIEVANCE PROCEDURE**

The City and AFSCME agree that they will attempt to address employees’ disciplinary grievances in a fair and proper manner and at the lowest level possible.

To achieve these goals, the City will notify an employee of their disciplinary grievance rights in writing when the City provides written notice of disciplinary action imposed.

The City will provide an appealing employee a reasonable amount of time during working hours to prepare for any disciplinary grievance hearing or Department Director meetings.

The City will not retaliate against an employee for taking part in this grievance procedure.

An employee may grieve a disciplinary action imposed for suspension without pay, disciplinary demotion, or termination of employment as follows:

**GRIEVANCE PROCESS - STEP 1: Department Director Meeting**

The first level of the grievance process is a Step 1 grievance to the employee’s Department Director or designee. The following disciplinary actions may be appealed:

- Suspensions without pay;
- Disciplinary Demotions;
- Termination of employment.

To file a Step 1 Grievance with a Department Director, the following process applies:

1. The employee must submit a written Step 1 grievance to the Department Director within fourteen (14) calendar days from the date the disciplinary action was issued.

Before the meeting with the Department Director or designee, the City will provide the employee the information that was relied upon for the disciplinary action imposed if not already provided. The employee,

AFSCME and employee's representative agree that the disciplinary information provided is confidential and only to be used for the limited purpose of the grievance or defense rights.

2. The employee must inform the Department Director at least one (1) calendar day before the meeting if the employee will be represented at the meeting and provide the name and title of their representative.

The City will provide the employee the information the City will present to the Department Director. Upon request, the City will also provide final documentation of decisions related to other discipline imposed by the department for similar policy violations. Any information provided to the employee will be kept confidential and will only be used during the disciplinary appeal.

3. The Department Director or designee will schedule an informal meeting with the employee and representative to discuss the appeal.
4. The Department Director or designee will issue a written decision of the Step 1 grievance within thirty (30) calendar days from the Step 1 meeting unless the employee and the City agree to an extension of time. The decision will be final and binding unless permitted to additional appeal in Step 2.

#### GRIEVANCE PROCESS - STEP 2: Hearing Officer Appeal

In accordance with Chapter 2.24 of the Salt Lake City Code, the second level of the grievance process is an appeal to a hearing officer as limited to the following disciplinary categories:

- Suspensions without pay of more than two (2) working days or, for an employee whose regular working shift is twenty-four (24) hours, more than one working shift;
- Disciplinary Demotions;
- Termination of employment.

To file a Step 2 Grievance with a Disciplinary Appeals Hearing Officer, the following process applies:

1. An employee must submit a written appeal to the City Recorder within ten (10) calendar days of the date of the final appealable disciplinary decision.
2. The disciplinary appeals hearing officer will hear the matter and issue a written decision.

### **ARTICLE 46 – RESERVED**

### **ARTICLE 47 – CONTRACTUAL GRIEVANCE PROCEDURE**

A contractual grievance is an allegation that a party has violated an express provision or specific term of the MOU. A party to the MOU (City/AFSCME) or a bargaining unit member may file a grievance, unless otherwise excluded by this MOU. The following articles are not subject to the grievance procedure:

- Article 1 – Construction of Memorandum
- Article 3 – Recognition

- Article 4 – Management Rights
- Article 7 – Strikes and Work Stoppages
- Article 44 – Procedural Rights except as specifically permitted under Article 44
- Article 48 – Waiver Clause
- Article 49 – Term of Agreement; and
- Article 51 - Definitions.

A contractual grievance must be confined exclusively to the interpretation and/or application of this MOU’s express provisions.

**CONTRACTUAL GRIEVANCE PROCESS – INFORMAL GRIEVANCE PROCESS**

1. Prior to the filing of a formal contractual grievance and within thirty calendar days of the event giving rise to the grievance, or thirty days after the party filing the grievance should reasonably have learned of the event giving rise to the grievance, whichever is later, the party filing the grievance must file, in writing, a notice as to the nature of the grievance including the specific contractual provision violated and the facts relevant to the alleged violation.

For grievances filed by AFSCME or a bargaining unit member (at this stage) such notice shall be filed with the Department Director, or designee, of the department where the violation is alleged to have occurred, with a copy sent to the Chief Human Resources Officer/designee. Should the City file a grievance, it will be given directly to the AFSCME President or designee.

2. For grievances filed by AFSCME or a bargaining unit member, the Department Director receiving the notice shall refer the matter to an ad-hoc committee consisting of: i) a Division Director/Administrator, Program Manager, Assistant Division Director or other management representative (as designated by the Department Director) from a division other than the one in which the alleged violation occurred; ii) a representative designated by AFSCME from a division other than the one in which the alleged violation occurred; and iii) a representative designated by the City’s Human Resources Department who was not involved in the alleged violation.
3. This ad-hoc review committee shall review the notice and provide, within twenty calendar days of the filing, a non-binding recommendation as to the merits of the grievance. As part of this process, the ad-hoc committee may seek additional information concerning the alleged violation, but such inquiries and subsequent deliberations will be informal in nature. It is the intention of the City and AFSCME that this process be collaborative rather than adversarial and an effort to seek solutions to potential conflicts concerning the MOU prior to the filing of a formal grievance.
4. The review committee need not agree or reach a majority opinion and each member will have the option to submit individual recommendations. Such review and deliberations by the ad-hoc committee may be done in person, electronically or by telephone.
5. For grievances filed by AFSCME or a bargaining unit member, the ad-hoc committee shall provide its recommendation(s), in writing, to an individual within the division where the alleged violation occurred who has been designated by the Department Director to make a final determination as to the outcome of the

informal grievance process.

For grievances filed by the City, the AFSCME President or designee will provide a written determination and response.

6. Taking into account the recommendation(s), such designated individual will issue a written determination as to whether the grievance is sustained or rejected within ten calendar days of receiving the recommendation(s).
7. If AFSCME is dissatisfied with the outcome of the matter after the Informal Grievance Review and determination, it may proceed to Step 1 of the formal contractual grievance process as noted below.

#### FORMAL CONTRACTUAL GRIEVANCE PROCESS – STEP 1: Department Director

To file a Step 1 Formal Contractual Grievance, the following process applies:

1. AFSCME must submit a notice to the Department Director within thirty (30) calendar days from the date of the notification of the written determination made after the Informal Grievance Process.
2. The written notice must specifically describe the provision of this MOU which AFSCME alleges the City violated and provide an outline of the facts related to the alleged violation.
3. The Department Director or designee will issue a written decision on the grievance within thirty (30) calendar days from the date of the written notice unless AFSCME and the City agree to an extension of time.

#### FORMAL CONTRACTUAL GRIEVANCE PROCESS – STEP 2: Mayor’s Chief of Staff

To file a Step 2 Formal Contractual Grievance, the following process applies:

1. AFSCME must submit a written appeal to the Mayor’s Chief of Staff/Designee within fourteen (14) calendar days from the date the Department Director or designee issued a written decision pursuant to Step 1.
2. The Mayor’s Chief of Staff/Designee will investigate and review the grievance.
3. The Mayor’s Chief of Staff/Designee will issue a written decision within fourteen (14) calendar days of receiving the grievance.

#### FORMAL CONTRACTUAL GRIEVANCE PROCESS – STEP 3: Mediation

1. If AFSCME is dissatisfied with the determination of the Mayor’s Chief of Staff/Designee, it may request that the parties hire a mediator to assist in resolving the grievance within fourteen (14) calendar days of the date of the Mayor’s Chief of Staff/Designee’s written decision.

2. AFSCME and the Mayor’s Chief of Staff/Designee will jointly determine who will serve as mediator and the process to be used in the mediation. Any cost of the mediator shall be paid jointly by AFSCME and the City, regardless of the eventual outcome of the mediation. Parties will mutually agree to a local mediation service, and if agreement is not reached, the mediator will be determined by lot.
3. The mediation will be non-binding and any resolution of the grievance will be subject to the agreement of both parties, reached with the assistance of the mediator.
4. In the event that mediation fails to result in a resolution to the grievance, the determination of the Mayor’s Chief of Staff/Designee shall be final and binding.

## **ARTICLE 48 – WAIVER CLAUSE**

Except as provided for in Article 48, the City and AFSCME expressly waive and relinquish the right and each agrees that the other will not be obligated during the MOU’s term to bargain collectively with respect to any subject or matter whether referred to or covered with the MOU even if the City and AFSCME did not know or contemplate the subject or matter when they negotiated or executed this MOU or even though the subjects or matters were proposed and later withdrawn.

If the federal or state governments pass laws which conflict with the MOU’s provisions on hours or wages, or other conditions of employment, the MOU’s provisions which conflict with those laws may be reopened for negotiations without affecting the MOU’s other provisions.

In the event provisions of this MOU become difficult or impossible to perform due to causes beyond the control and without the fault or negligence of either party (e.g., acts of God, fires, floods, strikes, public health emergencies, unusually severe weather, and other similar circumstances), then the parties (either the mayor or the mayor’s designee on behalf of the City and either the AFSCME president or president’s designee on behalf of AFSCME) may mutually determine to suspend, alter, or otherwise deviate from any or all terms of this MOU until the conditions that rendered the performance of the MOU difficult or impossible have abated.

## **ARTICLE 49 – LIMITATION OF PROVISIONS**

This MOU will remain in effect from June 21, 2026 or upon execution, the later of either, through June 30, 2029, with the following exceptions:

1. It is understood by the parties that the provisions of the MOU shall not be binding upon the parties, either in whole or in part, until the City shall: Act by majority vote of its governing body to approve said MOU; Enact ordinances, resolutions, or take other action required to implement said MOU by general legislation
2. This MOU supersedes the Memorandum of Understanding between the parties that was effective June 25, 2023 through June 20, 2026.
3. AFSCME and the City agree that this MOU is contingent upon availability of funds and approval by the City Council.

## **ARTICLE 50 – PROBATIONARY PERIODS**

The probationary period for a new hire is subject to City policy. Probationary employees have no appeal or grievance rights of corrective or disciplinary actions imposed, probationary extension, or release from probationary employment.

Consistent with City policy, probationary periods may be reasonably extended to allow sufficient time for documented performance concerns, obtaining required certifications or licensing, training purposes or due to absence from work due to an approved leave.


IN WITNESS WHEREOF, the parties hereto have fixed their hands and seals the day and year first above written.

AMERICAN FEDERATION OF STATE,  
COUNTY, AND MUNICIPAL  
EMPLOYEES LOCAL 1004, AFL-CIO

  
[Jerry Philpot \(Jun 22, 2026 13:53:49 MDT\)](#)

By: Jerry Philpot  
Its: President  
Dated: 06/22/2026

SALT LAKE CITY CORPORATION

  
[Erin Mendenhall \(Jun 23, 2026 09:53:15 MDT\)](#)

By: Erin Mendenhall  
Its: Mayor  
Dated: 06/23/2026

RECORDED


Jun 22, 2026

ATTEST AND COUNTERSIGNED

  
[Keith Reynolds \(Jun 24, 2026 08:49:55 MDT\)](#)

City Recorder  
Title: Recorder's Office

APPROVED AS TO FORM

  
[Jonathan G. Pappasideris \(Jun 22, 2026 13:55:28 MDT\)](#)

Jonathan G. Pappasideris  
Senior City Attorney  
Dated: 06/22/2026

FY 2027: AFSCME Job Titles / Wage Information

Effective 06/21/26

100 Series Bargaining Unit

Job Title	Comp Grade	Entry	1 Year	3 Year	Career Ladder Advancement
Advanced Metering Infrastructure Technician I	117	\$22.19	\$24.96	\$29.21	Advanced Metering Infrastructure Technician II
Advanced Metering Infrastructure Technician II	120	\$24.28	\$27.32	\$31.96	Senior Advanced Metering Infrastructure Technician
Airfield Maintenance Specialist I	116	\$21.57	\$24.26	\$28.35	Airfield Maintenance Specialist II
Airfield Maintenance Specialist II	120	\$24.28	\$27.32	\$31.96	Airfield Maintenance Specialist III
Airfield Maintenance Specialist III	123	\$26.57	\$29.90	\$34.96	
Airport Lead Sign Technician	124	\$27.35	\$30.76	\$35.99	
Airport Lighting & Sign Technician	123	\$26.57	\$29.90	\$34.96	
Airport Lighting & Sign Technician Lead	126	\$29.08	\$32.72	\$38.26	
Airport Maintenance Electrician I	119	\$23.57	\$26.54	\$31.04	Airport Maintenance Electrician II
Airport Maintenance Electrician II	121	\$25.03	\$28.12	\$32.90	Airport Maintenance Electrician III
Airport Maintenance Electrician III	124	\$27.35	\$30.76	\$35.99	Airport Maintenance Electrician IV
Airport Maintenance Electrician IV	127	\$29.94	\$33.69	\$39.41	
Airport Maintenance Mechanic II	122	\$25.76	\$29.00	\$33.93	
Airport Operations Specialist - Ground Transportation	119	\$23.57	\$26.54	\$31.04	
Airport Operations Specialist – Terminal/Landside I	121 - AIR	\$25.03	\$28.12	-	Airport Operations Specialist – Terminal/Landside II
Arborist Crew Foreman	124	\$27.35	\$30.76	\$35.99	
Arborist I	119	\$23.57	\$26.54	\$31.04	Arborist II
Arborist II	120	\$24.28	\$27.32	\$31.96	
Asphalt Equipment Operator I	115	\$20.91	\$23.53	\$27.55	Asphalt Equipment Operator II
Asphalt Equipment Operator II	119	\$23.57	\$26.54	\$31.04	
Beautification Maintenance Worker	109	\$17.54	\$19.74	\$23.10	
Beautification Maintenance Worker II	111	\$18.59	\$20.89	\$24.45	
Building Equipment Operator II	121	\$25.03	\$28.12	\$32.90	
Carpenter I	119	\$23.57	\$26.54	\$31.04	Carpenter II
Carpenter II	121	\$25.03	\$28.12	\$32.90	
Cemetery Equipment Operator	116	\$21.57	\$24.26	\$28.35	
Central Control Irrigation Specialist	121	\$25.03	\$28.12	\$32.90	
Clean-up Equipment Operator I	113	\$19.72	\$22.17	\$25.93	Clean-up Equipment Operator II
Clean-up Equipment Operator II	116	\$21.57	\$24.26	\$28.35	Clean-up Equipment Operator III
Clean-up Equipment Operator III	119	\$23.57	\$26.54	\$31.04	
Community Response Specialist I	120	\$24.28	\$27.32	\$31.96	Community Response Specialist II
Community Response Specialist II	122	\$25.76	\$29.00	\$33.93	
Compliance Enforcement Officer	119	\$23.57	\$26.54	\$31.04	
Concrete Finisher	122	\$25.76	\$29.00	\$33.93	
Concrete Saw & Grinder Operator	119	\$23.57	\$26.54	\$31.04	
Custodian II	107	\$16.50	\$18.56	\$21.70	
Drainage Maintenance Worker I	115	\$20.91	\$23.53	\$27.55	Drainage Maintenance Worker II
Drainage Maintenance Worker II	117	\$22.19	\$24.96	\$29.21	Drainage Maintenance Worker III
Drainage Maintenance Worker III	120	\$24.28	\$27.32	\$31.96	
Drainage Maintenance Worker Lead	124	\$27.35	\$30.76	\$35.99	
Equipment Operator	116	\$21.57	\$24.26	\$28.35	
Facilities & Building Maintenance Worker	114	\$20.31	\$22.87	\$26.72	
Facilities Contracts Compliance Specialist	120	\$24.28	\$27.32	\$31.96	
Facilities Maintenance Contracts Senior Repair Technician	120	\$24.28	\$27.32	\$31.96	
Fleet Body Repair / Painter	123	\$26.57	\$29.90	\$34.96	
Fleet Maintenance Coordinator	125	\$28.24	\$31.77	\$37.15	
Fleet Mechanic	124	\$27.35	\$30.76	\$35.99	
Fleet Mechanic Trainee	117	\$22.19	\$24.96	\$29.21	Fleet Mechanic
Fleet Parts Delivery Driver	109	\$17.54	\$19.74	\$23.10	
Fleet Service Worker	113	\$19.72	\$22.17	\$25.93	
Florist II	115	\$20.91	\$23.53	\$27.55	Florist III
Florist III	117	\$22.19	\$24.96	\$29.21	
General Maintenance Worker I	115	\$20.91	\$23.53	\$27.55	General Maintenance Worker II
General Maintenance Worker II	119	\$23.57	\$26.54	\$31.04	General Maintenance Worker III
General Maintenance Worker III	123	\$26.57	\$29.90	\$34.96	
Graffiti Response Field Technician	115	\$20.91	\$23.53	\$27.55	
HVAC Technician I	123	\$26.57	\$29.90	\$34.96	HVAC Technician II
HVAC Technician II	125	\$28.24	\$31.77	\$37.15	
Irrigation Operator I	115	\$20.91	\$23.53	\$27.55	Irrigation Operator II
Irrigation Operator II	118	\$22.89	\$25.72	\$30.10	
Irrigation Technician	118	\$22.89	\$25.72	\$30.10	
Landscape Restoration Lead Worker	117	\$22.19	\$24.96	\$29.21	
Lead Building Maintenance Technician	123	\$26.57	\$29.90	\$34.96	
Lead Compliance Enforcement Officer	121 - COMP	-	-	\$32.90	
Lead HVAC Technician	126	\$29.08	\$32.72	\$38.26	
Lead Watershed Ranger	123	\$26.57	\$29.90	\$34.96	
Maintenance Electrician I	118	\$22.89	\$25.72	\$30.10	Maintenance Electrician II
Maintenance Electrician II	121	\$25.03	\$28.12	\$32.90	Maintenance Electrician III
Maintenance Electrician III	124	\$27.35	\$30.76	\$35.99	Maintenance Electrician IV
Maintenance Electrician IV	127	\$29.94	\$33.69	\$39.41	
Maintenance Landscaper	115	\$20.91	\$23.53	\$27.55	
Maintenance Specialist I	117	\$22.19	\$24.96	\$29.21	Maintenance Specialist II
Maintenance Specialist II	120	\$24.28	\$27.32	\$31.96	Maintenance Specialist III
Maintenance Specialist III	123	\$26.57	\$29.90	\$34.96	
Metal Fabrication Technician	125	\$28.24	\$31.77	\$37.15	
Natural Resources Technician I	113	\$19.72	\$22.17	\$25.93	Natural Resources Technician II
Natural Resources Technician II	116	\$21.57	\$24.26	\$28.35	Natural Resources Technician III
Natural Resources Technician III	119	\$23.57	\$26.54	\$31.04	
Painter I	119	\$23.57	\$26.54	\$31.04	Painter II
Painter II	121	\$25.03	\$28.12	\$32.90	
Park Ranger	120	\$24.28	\$27.32	\$31.96	
Park Ranger Lead	124	\$27.35	\$30.76	\$35.99	
Parks Maintenance Technician I	113	\$19.72	\$22.17	\$25.93	Parks Maintenance Technician II
Parks Maintenance Technician II	116	\$21.57	\$24.26	\$28.35	Parks Maintenance Technician III
Parks Maintenance Technician III	119	\$23.57	\$26.54	\$31.04	
Parks Maintenance Worker – Irrigation Specialist	118	\$22.89	\$25.72	\$30.10	
Plumber Apprentice	118	\$22.89	\$25.72	\$30.10	Plumber I
Plumber I	121	\$25.03	\$28.12	\$32.90	Plumber II
Plumber II	123	\$26.57	\$29.90	\$34.96	Plumber III
Plumber III	125	\$28.24	\$31.77	\$37.15	
Pumps Maintenance Technician	119	\$23.57	\$26.54	\$31.04	

FY 2027: AFSCME Job Titles / Wage Information

Effective 06/21/26

100 Series Bargaining Unit

Job Title	Comp Grade	Entry	1 Year	3 Year	Career Ladder Advancement
Regional Athletic Complex (RAC) Maintenance Worker	118	\$22.89	\$25.72	\$30.10	
Senior Advanced Metering Infrastructure Technician	125	\$28.24	\$31.77	\$37.15	
Senior Asphalt Equipment Operator	122	\$25.76	\$29.00	\$33.93	
Senior Beautification Maintenance Worker	112	\$19.15	\$21.55	\$25.19	
Senior Facilities Building Maintenance Worker	119	\$23.57	\$26.54	\$31.04	
Senior Facilities Landscaper	115	\$20.91	\$23.53	\$27.55	
Senior Fleet Mechanic	128	\$30.87	\$34.71	\$40.59	
Senior Florist	120	\$24.28	\$27.32	\$31.96	
Senior Irrigation Operator	124	\$27.35	\$30.76	\$35.99	
Senior Natural Resource Technician	115	\$20.91	\$23.53	\$27.55	
Senior Pumps Maintenance Technician	124	\$27.35	\$30.76	\$35.99	
Senior Utility Locator	120	\$24.28	\$27.32	\$31.96	
Senior Water Distribution System Operator	125	\$28.24	\$31.77	\$37.15	
Senior Water Meter Technician	125	\$28.24	\$31.77	\$37.15	
Senior Water System Maintenance Operator	125	\$28.24	\$31.77	\$37.15	
Sprinkler Irrigation Technician I	115	\$20.91	\$23.53	\$27.55	Sprinkler Irrigation Technician II
Sprinkler Irrigation Technician II	119	\$23.57	\$26.54	\$31.04	Sprinkler Irrigation Technician III
Sprinkler Irrigation Technician III	121	\$25.03	\$28.12	\$32.90	
Streets Equipment Operator I	116	\$21.57	\$24.26	\$28.35	Streets Equipment Operator II
Streets Equipment Operator II	119	\$23.57	\$26.54	\$31.04	
Streets Maintenance Lead	124	\$27.35	\$30.76	\$35.99	
Streets Response Team I	118	\$22.89	\$25.72	\$30.10	Streets Response Team II
Streets Response Team II	120	\$24.28	\$27.32	\$31.96	
Streets Response Team Lead	123	\$26.57	\$29.90	\$34.96	
Traffic Maintenance Lead	124	\$27.35	\$30.76	\$35.99	
Traffic Maintenance Operator I	115	\$20.91	\$23.53	\$27.55	Traffic Maintenance Operator II
Traffic Maintenance Operator II	119	\$23.57	\$26.54	\$31.04	
Utility Locator - Public Utilities	117	\$22.19	\$24.96	\$29.21	
Waste & Recycling Container Service Worker	112	\$19.15	\$21.55	\$25.19	
Waste & Recycling Education & Permits Lead	121	\$25.03	\$28.12	\$32.90	
Waste & Recycling Education Specialist I	115	\$20.91	\$23.53	\$27.55	Waste & Recycling Education Specialist II
Waste & Recycling Education Specialist II	117	\$22.19	\$24.96	\$29.21	
Waste & Recycling Equipment Operator I	115	\$20.91	\$23.53	\$27.55	Waste & Recycling Equipment Operator II
Waste & Recycling Equipment Operator II	119	\$23.57	\$26.54	\$31.04	
Waste & Recycling Lead Equipment Operator	124	\$27.35	\$30.76	\$35.99	
Waste & Recycling Permit Coordinator	120	\$24.28	\$27.32	\$31.96	
Waste & Recycling Program Lead	123	\$26.57	\$29.90	\$34.96	
Waste & Recycling Senior Equipment Operator	122	\$25.76	\$29.00	\$33.93	
Wastewater Collection Maintenance Worker I	118	\$22.89	\$25.72	\$30.10	Wastewater Collection Maintenance Worker II
Wastewater Collection Maintenance Worker II	121	\$25.03	\$28.12	\$32.90	
Wastewater Collection Maintenance Worker Lead	126	\$29.08	\$32.72	\$38.26	
Wastewater Collection Maintenance Worker Trainee	116 - PU	\$21.57	-	-	Wastewater Collection Maintenance Worker I OR Wastewater Lift Station Worker
Wastewater Lift Station Lead Worker	126	\$29.08	\$32.72	\$38.26	
Wastewater Lift Station Worker	119	\$23.57	\$26.54	\$31.04	
Wastewater Plant Maintenance Operator I	116	\$21.57	\$24.26	\$28.35	Wastewater Plant Maintenance Operator II
Wastewater Plant Maintenance Operator II	119	\$23.57	\$26.54	\$31.04	Wastewater Plant Maintenance Operator III
Wastewater Plant Maintenance Operator III	124	\$27.35	\$30.76	\$35.99	Wastewater Plant Maintenance Operator IV
Wastewater Plant Maintenance Operator IV	126	\$29.08	\$32.72	\$38.26	
Wastewater Preventative Maintenance Worker	121	\$25.03	\$28.12	\$32.90	
Water Distribution System Operator I	120	\$24.28	\$27.32	\$31.96	Water Distribution System Operator II
Water Distribution System Operator II	121	\$25.03	\$28.12	\$32.90	
Water Distribution Valve Operator	114	\$20.31	\$22.87	\$26.72	
Water Distribution Valve Operator Trainee	112 - PU	\$19.15	-	-	Water Distribution Valve Operator
Water Maintenance Support Worker	114	\$20.31	\$22.87	\$26.72	
Water Meter Reader I	112	\$19.15	\$21.55	\$25.19	Water Meter Reader II
Water Meter Reader II	114	\$20.31	\$22.87	\$26.72	
Water Meter Reader III	118	\$22.89	\$25.72	\$30.10	
Water Meter Technician I	117	\$22.19	\$24.96	\$29.21	Water Meter Technician II
Water Meter Technician II	120	\$24.28	\$27.32	\$31.96	Water Meter Technician III
Water Meter Technician III	122	\$25.76	\$29.00	\$33.93	
Water Plant Operator I	118	\$22.89	\$25.72	\$30.10	Water Plant Operator II
Water Plant Operator II	125	\$28.24	\$31.77	\$37.15	
Water Reclamation Facility Operator I	120 - PU	\$24.28	\$26.27	-	Water Reclamation Facility Operator II
Water Reclamation Facility Operator II	123 - PU	\$26.57	\$29.90	-	Water Reclamation Facility Operator III
Water Reclamation Facility Operator III	125 - PU	-	\$31.77	\$37.15	Water Reclamation Facility Operator IV
Water Reclamation Facility Operator IV	126 - PU	-	-	\$38.26	
Water System Maintenance Operator I	118	\$22.89	\$25.72	\$30.10	Water System Maintenance Operator II
Water System Maintenance Operator II	121	\$25.03	\$28.12	\$32.90	
Watershed Ranger	120	\$24.28	\$27.32	\$31.96	

FY 2027: AFSCME Job Titles / Wage Information

Effective 06/21/26

200 Series Bargaining Unit

Job Profile Name	Comp Grade	Entry	Year 1	Year 4	Year 6	Year 8	Career Ladder Advancement
Access Control Compliance Analyst	224	\$24.49	\$26.23	\$29.74	\$31.47	\$36.83	
Access Control Credentialing & Compliance Specialist	222	\$22.75	\$24.36	\$27.62	\$29.24	\$34.20	
Airport Operations Coordinator	226	\$26.62	\$28.51	\$32.33	\$34.21	\$40.03	
Airport Operations Lead Coordinator	227	\$27.96	\$29.90	\$33.94	\$35.91	\$42.02	
Building Inspector I	226	\$26.62	\$28.51	\$32.33	\$34.21	\$40.03	Building Inspector II
Business License Liaison	225	\$25.36	\$27.16	\$30.79	\$32.58	\$38.13	
Business License Officer	222	\$22.75	\$24.36	\$27.62	\$29.24	\$34.20	
Business Licensing Processor II	221	\$21.99	\$23.55	\$26.70	\$28.27	\$33.06	Business License Officer
City Payments Processor	220	\$20.68	\$22.15	\$25.12	\$26.57	\$31.09	
Civil Enforcement Officer I	222	\$22.75	\$24.36	\$27.62	\$29.24	\$34.20	Civil Enforcement Officer II
Civil Enforcement Officer II	225	\$25.36	\$27.16	\$30.79	\$32.58	\$38.13	Civil Enforcement Officer III
Contracts Process Coordinator	222	\$22.75	\$24.36	\$27.62	\$29.24	\$34.20	
Contracts Technician	222	\$22.75	\$24.36	\$27.62	\$29.24	\$34.20	
Cross Connection Control Inspector	223	\$23.60	\$25.32	\$28.68	\$30.35	\$35.52	
Customer Service Collector / Investigator Utilities Specialist	223	\$23.60	\$25.32	\$28.68	\$30.35	\$35.52	
Hearing Officer / Referee Coordinator	223	\$23.60	\$25.32	\$28.68	\$30.35	\$35.52	
Industrial Wastewater Pretreatment Program Sampler	224	\$24.49	\$26.23	\$29.74	\$31.47	\$36.83	Industrial Wastewater Pretreatment Program Senior Sampler
Industrial Wastewater Pretreatment Program Senior Sampler	226	\$26.62	\$28.51	\$32.33	\$34.21	\$40.03	
Judicial Assistant I	220	\$20.68	\$22.15	\$25.12	\$26.57	\$31.09	Judicial Assistant II
Judicial Assistant II	221	\$21.99	\$23.55	\$26.70	\$28.27	\$33.06	Judicial Assistant III
Judicial Assistant III	222	\$22.75	\$24.36	\$27.62	\$29.24	\$34.20	
Lead Hearing Officer / Referee Coordinator	225	\$25.36	\$27.16	\$30.79	\$32.58	\$38.13	
Lead Judicial Assistant	225	\$25.36	\$27.16	\$30.79	\$32.58	\$38.13	
Office Technician I	216	\$17.96	\$19.25	\$21.81	\$23.09	\$27.02	Office Technician II
Office Technician II	219	\$19.95	\$21.37	\$24.24	\$25.65	\$30.00	
Parts / Warehouse Support Worker - Fleet	218	\$19.27	\$20.63	\$23.42	\$24.78	\$28.98	
Permit Processor I	218	\$19.27	\$20.63	\$23.42	\$24.78	\$28.98	Permit Processor II
Permit Processor II	221	\$21.99	\$23.55	\$26.70	\$28.27	\$33.06	
Program Assistant	218	\$19.27	\$20.63	\$23.42	\$24.78	\$28.98	
Public Safety Dispatcher	226	\$26.62	\$28.51	\$32.33	\$34.21	\$40.03	
Quality Assurance Sampler – Culinary Water	220	\$20.68	\$22.15	\$25.12	\$26.57	\$31.09	Quality Assurance Senior Sampler – Culinary Water
Quality Assurance Senior Sampler – Culinary Water	223	\$23.60	\$25.32	\$28.68	\$30.35	\$35.52	
Quartermaster Technician	220	\$20.68	\$22.15	\$25.12	\$26.57	\$31.09	Senior Quartermaster Technician
Receptionist	213	\$16.08	\$17.20	\$19.51	\$20.64	\$24.17	
Records Technician	221	\$21.99	\$23.55	\$26.70	\$28.27	\$33.06	
Senior Communications Coordinator	219	\$19.95	\$21.37	\$24.24	\$25.65	\$30.00	
Senior Secretary	219	\$19.95	\$21.37	\$24.24	\$25.65	\$30.00	
Senior Utilities Representative - Billing	219	\$19.95	\$21.37	\$24.24	\$25.65	\$30.00	Utilities Representative II - Billing
Senior Utilities Representative - Contracts	219	\$19.95	\$21.37	\$24.24	\$25.65	\$30.00	Utilities Representative II - Contracts
Senior Utilities Representative - Customer Service	219	\$19.95	\$21.37	\$24.24	\$25.65	\$30.00	Utilities Representative II - Customer Service
Senior Utilities Representative - Generalist	220	\$20.68	\$22.15	\$25.12	\$26.57	\$31.09	
Senior Utilities Representative – Office/Technical	219	\$19.95	\$21.37	\$24.24	\$25.65	\$30.00	Utilities Representative II - Office/Technical
Senior Warehouse Operator	220	\$20.68	\$22.15	\$25.12	\$26.57	\$31.09	
Utilities Development Review Specialist	222	\$22.75	\$24.36	\$27.62	\$29.24	\$34.20	
Utilities Representative I - Billing	213	\$16.08	\$17.20	\$19.51	\$20.64	\$24.17	Utilities Representative II - Billing
Utilities Representative I - Contracts	213	\$16.08	\$17.20	\$19.51	\$20.64	\$24.17	Utilities Representative II - Contracts
Utilities Representative I - Customer Service	219	\$19.95	\$21.37	\$24.24	\$25.65	\$30.00	Utilities Representative II - Customer Service
Utilities Representative II - Billing	216	\$17.96	\$19.25	\$21.81	\$23.09	\$27.02	
Utilities Representative II - Contracts	216	\$17.96	\$19.25	\$21.81	\$23.09	\$27.02	
Utilities Representative II - Customer Service	216	\$17.96	\$19.25	\$21.81	\$23.09	\$27.02	
Utilities Representative II - Office/Technical	216	\$17.96	\$19.25	\$21.81	\$23.09	\$27.02	
Warehouse Office Technician II	219	\$19.95	\$21.37	\$24.24	\$25.65	\$30.00	
Warehouse Support Worker	218	\$19.27	\$20.63	\$23.42	\$24.78	\$28.98	

FY 2027: AFSCME Job Titles / Wage Information

Effective 06/21/26

330 Series Bargaining Unit

Job Profile Name	Comp Grade	Entry	Year 2	Year 4	Year 6	Career Ladder Advancement
Administrative Secretary I - Union	318	\$24.02	\$25.42	\$26.86	\$29.74	
Airfield Maintenance Electrician	330	\$41.56	\$45.13	\$47.67	\$53.33	
Airport Airfield Operations Specialist	325	\$33.38	\$35.35	\$37.31	\$41.34	
Airport Engineering Records Program Specialist	320	\$26.15	\$27.67	\$29.21	\$32.36	
Airport Environmental Specialist I	324	\$31.79	\$33.66	\$35.52	\$39.35	Airport Environmental Specialist II
Airport Environmental Specialist II	327	\$36.81	\$38.94	\$41.12	\$45.57	
Airport Operations Specialist - Terminal/Landside II	323	\$30.28	\$32.05	\$33.85	\$37.47	
Airport Operations Specialist - Terminal/Landside III	324	\$31.79	\$33.66	\$35.52	\$39.35	
Airport Procurement Specialist	321	\$27.45	\$29.08	\$30.68	\$34.00	
Architectural Associate IV	326	\$35.04	\$37.11	\$39.17	\$43.39	
Building Inspector II	325	\$33.38	\$35.35	\$37.31	\$41.34	Building Inspector III
Building Inspector III	328	\$38.64	\$40.92	\$43.19	\$47.39	
Civil Enforcement Legal Investigator	328	\$38.64	\$40.92	\$43.19	\$47.39	
Civil Enforcement Officer III	324	\$31.79	\$33.66	\$35.52	\$39.35	
Civil Inspector I	321	\$27.45	\$29.08	\$30.68	\$34.00	Civil Inspector II
Civil Inspector II	323	\$30.28	\$32.05	\$33.85	\$37.47	Civil Inspector III
Civil Inspector III	325	\$33.38	\$35.35	\$37.31	\$41.34	Senior Utilities Inspector
Communication and GIS Coordinator	318	\$24.02	\$25.42	\$26.86	\$29.74	
Crime Scene Investigator I	317	\$22.59	\$23.90	\$25.21	\$27.69	Crime Scene Investigator II
Crime Scene Investigator II	320	\$26.15	\$27.67	\$29.21	\$32.36	Senior Crime Scene Investigator
Cross Connection Control Technician	322	\$28.82	\$30.55	\$32.24	\$35.72	
Development Review Planner I - UNION	323	\$30.28	\$32.05	\$33.85	\$37.47	Development Review Planner II
Development Review Planner II	327	\$36.81	\$38.94	\$41.12	\$45.57	Senior Development Review Planner (001548); Non-Represented
Engineering Contracts Coordinator - Public Utilities	324	\$31.79	\$33.66	\$35.52	\$39.35	
Engineering Technician I	317	\$22.59	\$23.90	\$25.21	\$27.69	Engineering Technician II
Engineering Technician II	319	\$25.03	\$26.49	\$27.98	\$30.99	Engineering Technician III
Engineering Technician III	321	\$27.45	\$29.08	\$30.68	\$34.00	Engineering Technician IV
Engineering Technician IV	323	\$30.28	\$32.05	\$33.85	\$37.47	
Engineering Technician V	324	\$31.79	\$33.66	\$35.52	\$39.35	
Events Coordinator	321	\$27.45	\$29.08	\$30.68	\$34.00	
Evidence Technician I	316	\$21.71	\$23.03	\$24.29	\$26.91	Evidence Technician II
Evidence Technician II	319	\$25.03	\$26.49	\$27.98	\$30.99	Senior Evidence Technician
Fire Protection Engineer	330	\$41.56	\$45.13	\$47.67	\$53.33	
Fleet Customer Service Advisor	321	\$27.45	\$29.08	\$30.68	\$34.00	
Fleet Maintenance Coordinator - Public Utilities	326	\$35.04	\$37.11	\$39.17	\$43.39	
Forest Area Service Coordinator	322	\$28.82	\$30.55	\$32.24	\$35.72	
Geographic Information Systems Technician II	323	\$30.28	\$32.05	\$33.85	\$37.47	
GIS Leak Detection Systems Technician I	321	\$27.45	\$29.08	\$30.68	\$34.00	GIS Leak Detection Systems Technician II
GIS Leak Detection Systems Technician II	323	\$30.28	\$32.05	\$33.85	\$37.47	
Industrial Electrician I	321 - PU	\$27.45	-	-	-	Industrial Electrician II
Industrial Electrician II	323 - PU	\$30.28	\$32.05	\$33.85	-	Industrial Electrician III
Industrial Electrician III	324 - PU	\$31.79	\$33.66	\$35.52	-	Industrial Electrician IV
Industrial Electrician IV	327	\$36.81	\$38.94	\$41.12	\$45.57	
Industrial Wastewater Pretreatment Program Permit Writer	324	\$31.79	\$33.66	\$35.52	\$39.35	Industrial Wastewater Pretreatment Program Senior Permit Writer
Industrial Wastewater Pretreatment Program Senior Permit Writer	326	\$35.04	\$37.11	\$39.17	\$43.39	
Laboratory Analyst	320	\$26.15	\$27.67	\$29.21	\$32.36	Senior Laboratory Analyst
Laboratory Chemist	326	\$35.04	\$37.11	\$39.17	\$43.39	
Lead Fleet Customer Advisor	323	\$30.28	\$32.05	\$33.85	\$37.47	
Lead Traffic Technician	324	\$31.79	\$33.66	\$35.52	\$39.35	
Park Usage Coordinator	321	\$27.45	\$29.08	\$30.68	\$34.00	
Parking Pay Station Technician	321	\$27.45	\$29.08	\$30.68	\$34.00	
Plans Examiner I	327	\$36.81	\$38.94	\$41.12	\$45.57	Plans Examiner II
Plans Examiner II	328	\$38.64	\$40.92	\$43.19	\$47.39	Plans Examiner III
Plans Examiner III	330	\$41.56	\$45.13	\$47.67	\$53.33	
Police Fleet Services Coordinator	321	\$27.45	\$29.08	\$30.68	\$34.00	
Police Services Coordinator	320	\$26.15	\$27.67	\$29.21	\$32.36	
Pretreatment Inspector / Permit Writer	324	\$31.79	\$33.66	\$35.52	\$39.35	
Project Coordinator I - Airport	318	\$24.02	\$25.42	\$26.86	\$29.74	Project Coordinator II - Airport
Project Coordinator II - Airport	320	\$26.15	\$27.67	\$29.21	\$32.36	Project Coordinator III - Airport
Project Coordinator III - Airport	322	\$28.82	\$30.55	\$32.24	\$35.72	
Public Utilities Records Program Specialist	320	\$26.15	\$27.67	\$29.21	\$32.36	
Residential Construction Rehabilitation Specialist I	324	\$31.79	\$33.66	\$35.52	\$39.35	Residential Construction Rehabilitation Specialist II
Residential Construction Rehabilitation Specialist II	326	\$35.04	\$37.11	\$39.17	\$43.39	Residential Construction Rehabilitation Specialist III
Residential Construction Rehabilitation Specialist III	328	\$38.64	\$40.92	\$43.19	\$47.39	
Senior Crime Scene Investigator	322	\$28.82	\$30.55	\$32.24	\$35.72	
Senior Evidence Technician	321	\$27.45	\$29.08	\$30.68	\$34.00	
Senior Laboratory Analyst	321	\$27.45	\$29.08	\$30.68	\$34.00	
Senior Plans Examiner	331	\$44.75	\$47.39	\$48.18	\$55.95	
Senior Pretreatment Inspector / Permit Writer	326	\$35.04	\$37.11	\$39.17	\$43.39	
Senior Quartermaster Technician	321	\$27.45	\$29.08	\$30.68	\$34.00	
Senior Utilities Inspector	327	\$36.81	\$38.94	\$41.12	\$45.57	
Special Event Permit Coordinator	321	\$27.45	\$29.08	\$30.68	\$34.00	
Special Events Administrative Assistant	318	\$24.02	\$25.42	\$26.86	\$29.74	
Survey Crew Chief	324	\$31.79	\$33.66	\$35.52	\$39.35	
Traffic Control Center Operator I	321	\$27.45	\$29.08	\$30.68	\$34.00	Traffic Control Center Operator II
Traffic Control Center Operator II	323	\$30.28	\$32.05	\$33.85	\$37.47	
Traffic Signal Lead	324	\$31.79	\$33.66	\$35.52	\$39.35	
Traffic Signal Technician I	321	\$27.45	\$29.08	\$30.68	\$34.00	Traffic Signal Technician II
Traffic Signal Technician II	323	\$30.28	\$32.05	\$33.85	\$37.47	
Traffic Technician I	317	\$22.59	\$23.90	\$25.21	\$27.69	Traffic Technician II
Traffic Technician II	319	\$25.03	\$26.49	\$27.98	\$30.99	Traffic Technician III
Traffic Technician III	321	\$27.45	\$29.08	\$30.68	\$34.00	Traffic Technician IV
Traffic Technician IV	323	\$30.28	\$32.05	\$33.85	\$37.47	
Utilities Engineering Procurement and Contracts Specialist I	323	\$30.28	\$32.05	\$33.85	\$37.47	
Utilities Planner	326	\$35.04	\$37.11	\$39.17	\$43.39	
Volunteer & Outreach Coordinator	319	\$25.03	\$26.49	\$27.98	\$30.99	
Water Conservation Specialist	324	\$31.79	\$33.66	\$35.52	\$39.35	
Water Quality Coordinator	324	\$31.79	\$33.66	\$35.52	\$39.35	
Water Quality Technician	322	\$28.82	\$30.55	\$32.24	\$35.72	
Water Reclamation Planner Scheduler	324	\$31.79	\$33.66	\$35.52	\$39.35	
Youth Intervention Advocate	319	\$25.03	\$26.49	\$27.98	\$30.99	

## Appendix B: Tool Allowance

Reference Document for Article 18 - Tool Allowance Eligible Job Profiles for Tool Allowance	
Job Code	Job Profile
006078	Fleet Body Repair / Painter
002677	Fleet Mechanic Trainee
002675	Fleet Mechanic
001925	Metal Fabrication Technician
002676	Senior Fleet Mechanic

## Appendix C: Leave Accrual Credit

### LEAVE ACCRUAL CREDIT PROGRAM

Eligible full-time employees will have the opportunity to request any employment experience obtained prior to their current employment with SLC be considered for an adjustment to their leave accrual rate. Leave accrual rates may be adjusted based on qualified experience. To be eligible:

- Experience must be prior full-time, paid, benefit-eligible private sector experience that is relevant to the job for which an employee was hired for with SLC, or;
- Full-time, paid, benefit-eligible experience in a comparable public career service system.
- Must be hired into an eligible full-time, benefit-eligible role with SLC before June 21, 2026.
- Must currently be in a position represented by the AFSCME MOU (bargaining unit 100, 200, or 330).

### WHAT EXPERIENCE MIGHT PROVIDE CREDIT?

#### Other Public Sector Experience

- Must have been gained in a full-time, benefits-eligible capacity (30+ hours/week)
- Must have been gained while working for public sector employer(s).
- Counts for year-for-year credit regardless of prior job title or responsibilities.
- Must have been continuous for a minimum of six months to qualify.
- Prior public sector experience must not have been previously credited to employee leave accrual rates under City policies or Compensation Plans.

#### Private Sector Experience

- Must have been gained in a full-time, benefits-eligible capacity (30+ hours/week)
- Must be related experience, specifically defined as prior professional or technical work involving substantially similar job duties, functions, and responsibilities that closely match those of the full-time position for which the employee was hired by the City.
- Must have been continuous for a minimum of six months to qualify.

#### Prior Salt Lake City Experience

- Must have been gained in a full-time, benefits-eligible capacity (30+ hours/week)
- Prior SLC experience must not have been previously credited to employee leave accrual rates under City policies or Compensation Plans.

#### Military Experience

- Must have been active-duty and gained in full-time, benefits-eligible capacity (30+ hours/week)
- Service must have been directly related to the full-time position for which the employee was hired by the City to be considered for leave accrual.