

Agreement Between

City of Green Bay

And

City of Green Bay
Parks and Forestry Labor
Association

2014

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And
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2014

This Agreement has been made and entered into between the City of Green Bay, hereinafter referred to as the "City" and City of Green Bay Parks and Forestry Association, hereinafter referred to as the "Association".

ARTICLE 1
RECOGNITION

The City agrees to recognize representatives of City of Green Bay Parks and Forestry Association, as the exclusive bargaining agent for all regular full-time employees in the employ of the Employer in the City of Green Bay Parks, Recreation and Forestry Department excluding temporary, seasonal, supervisory and office clerical employees for all issues specifically addressed in this Agreement.

ARTICLE 2
TERM OF AGREEMENT

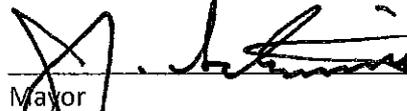
This Agreement will become effective as of January 1, 2014 and remain in full force and effect to and including December 31, 2014.

ARTICLE 3
BASE WAGE INCREASE

The salary schedule will reflect a 2% increase across the board base wage increase effective with the first day of the period in which October 1, 2014 occurs.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement, this 24th day of January 2014.

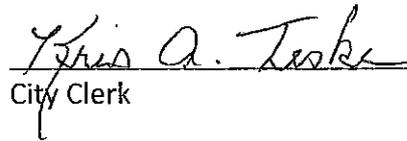
City of Green Bay



Mayor

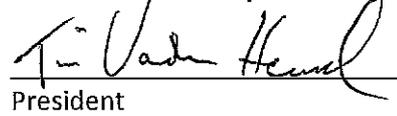


Human Resources Director



City Clerk

Parks and Forestry Labor Association



President



Secretary



Attorney for Parks and Forestry Labor Association

**City of Green Bay Parks and Forestry Labor Association
Wage Schedule**

| Position | October 1, 2013 | | | | | October 1, 2014 | | | | |
|--|---------------------------|---------|---------|---------|---------|---------------------------|---------|---------|---------|---------|
| | Pay Rate at Start of Year | | | | | Pay Rate at Start of Year | | | | |
| | Start | 2 | 8 | 12 | 16 | Start | 2 | 8 | 12 | 16 |
| Park Maintenance Worker Forestry Worker I Stores Clerk | \$20.30 | \$21.37 | \$21.44 | \$21.50 | \$21.56 | \$20.71 | \$21.80 | \$21.87 | \$21.93 | \$21.99 |
| Maintenance Specialist I Forestry Worker II | \$21.20 | \$22.32 | \$22.39 | \$22.45 | \$22.51 | \$21.63 | \$22.77 | \$22.84 | \$22.90 | \$22.96 |
| Maintenance Specialist II | \$21.64 | \$22.78 | \$22.85 | \$22.91 | \$22.97 | \$22.08 | \$23.24 | \$23.31 | \$23.37 | \$23.43 |
| Maintenance Specialist III | \$22.66 | \$23.86 | \$23.93 | \$23.99 | \$24.05 | \$23.12 | \$24.34 | \$24.41 | \$24.47 | \$24.53 |
| Master Licensed Plumber | \$24.99 | \$26.31 | \$26.38 | \$26.44 | \$26.50 | \$25.50 | \$26.84 | \$26.91 | \$26.97 | \$27.03 |

- For 2013 a 2% wage increase will be effective with the beginning of the payroll period in which October 1, 2013 occurs or September 22, 2013.
- For 2014 a 2% wage increase will be effective with the beginning of the payroll period in which October 1, 2014 occurs or September 21, 2014.
- Regular full-time employees start at the base rate which is 95% of the rate at the start of year 2, the employee will move to the rate at the start of year 2 rate upon successful completion of their probationary period.
- Wage increases at the start of year 8, year 12 and year 16 represent longevity steps.

The following guidelines are listed for informational purposes and not subject to bargaining:

1. Lead Worker will receive \$0.75 per hour above the regular classified rate for each hour worked. Supervisors may assign lead worker duties in situations in which such additional supervision or direction is warranted.
2. Plumber license to be reimbursed at \$300 every 2-years effective in the first pay period in February.
3. Maintenance Specialist or Park Maintenance Workers who perform mechanic duties between 2:30 PM and 10:30 PM will receive an additional \$0.25 per hour for those hours.