

Agreement Between

City of Green Bay

And

**City of Green Bay
Department of Public Works Labor
Association**

2021

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AGREEMENT

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 Public Works Labor Association, hereinafter referred to as the "Association" pursuant to the provisions of Chapter 11.70 of the Wisconsin Statutes.

**ARTICLE 1
RECOGNITION**

The City recognizes representatives of City of Green Bay Public Works Labor Association, as the exclusive bargaining agent for all issues specifically addressed in this Agreement, for all its employees in the Department of Public Works as defined in the certification issued by the Wisconsin Employment Relations Board on November 10, 1965 and September 26, 1978.

**ARTICLE 2
TERM OF AGREEMENT**

This Agreement will become effective as of January 1, 2021 and remain in full force and effect to and including December 31, 2021.

**ARTICLE 3
WAGES AND RATES**

Attached hereto and marked Appendix A is the City Pay Plan schedule showing the classifications and the wage rates of the employees covered by this Agreement including a schedule that includes a 1% increase effective with the first day of the pay period in which October 1, 2021 occurs. It is mutually agreed that said City Pay Plan Schedule and the contents hereof will constitute part of this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement approved by the Public Works Labor Association and approved by the City Council on August 3, 2021

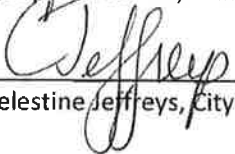
City of Green Bay



Eric Genrich, Mayor



Joseph W. Faulds, Human Resources Director



Celestine Jeffreys, City Clerk


Department of Public Works Labor Association



Jared Zalewski, President



Steve Gandy, Secretary



Attorney

APPENDIX A

**PUBLIC WORKS LABOR ASSOCIATION
NEW PAY SCHEDULE**

Placement on a step of the schedule is in accordance with the procedures approved by the City Council for placing employees on a step of the new City Pay Plan.

CLASSIFICATIONS IN ACCORDANCE WITH CITY PAY PLAN January 1, 2021	
Pay Grade I † Mechanic Foreperson † Sewer Worker Foreperson	Pay Grade H † Mechanic † Sr. Carpenter † Sewer Technical Worker
Pay Grade G † Signs Worker Foreperson † Operator II † Sewer Maintenance Worker † Signs Operator	Pay Grade F † Building Maintenance Tech † Laborer † Operator I † Signs Laborer † Truck Driver

WAGES IN ACCORDANCE WITH CITY PAY PLAN January 1, 2021								
Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Performance Range
I	\$26.91	\$27.68	\$28.49	\$29.26	\$30.07	\$30.84	\$31.65	\$31.66 - \$36.39
H	\$24.74	\$25.45	\$26.17	\$26.91	\$27.63	\$28.36	\$29.09	\$29.10 - \$33.45
G	\$22.53	\$23.22	\$23.87	\$24.53	\$25.18	\$25.87	\$26.52	\$26.53 - \$30.50
F	\$20.36	\$20.97	\$21.56	\$22.17	\$22.77	\$23.37	\$23.96	\$23.97 - \$27.56

**CLASSIFICATIONS IN ACCORDANCE WITH CITY PAY PLAN
October 1, 2021**

Pay Grade I † Mechanic Foreperson † Sewer Worker Foreperson	Pay Grade H † Mechanic † Sr. Carpenter † Sewer Technical Worker
Pay Grade G † Signs Worker Foreperson † Operator II † Sewer Maintenance Worker † Signs Operator	Pay Grade F † Building Maintenance Tech † Laborer † Operator I † Signs Laborer † Truck Driver

**WAGES IN ACCORDANCE WITH CITY PAY PLAN
October 1, 2021**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Performance Range
I	\$27.18	\$27.96	\$28.77	\$29.55	\$30.37	\$31.15	\$31.97	\$31.98 - \$36.75
H	\$24.99	\$25.70	\$26.43	\$27.18	\$27.91	\$28.64	\$29.38	\$29.39 - \$33.78
G	\$22.76	\$23.45	\$24.11	\$24.78	\$25.43	\$26.13	\$26.79	\$26.80 - \$30.81
F	\$20.56	\$21.18	\$21.78	\$22.39	\$23.00	\$23.60	\$24.20	\$24.21 - \$27.84

- Mechanics and Sweeper Operators working the night shift will receive a differential of \$0.50 per hour for all hours worked.
- An employee in Pay Grade F will receive an additional \$0.40 per hour when serving as a Laborer or Truck Driver on Crack Filling, Crack Router or Hot Patch Roller.

The Following Guidelines Are For Informational Purposes and Not Subject To Bargaining

- No employee will suffer a reduction in pay if required to take a temporary job that has a lesser rate of pay. Any employee required to take temporary jobs of a higher pay grade will receive an additional \$2.45 per hour while performing work of the higher pay grade. If the higher paid position is 2-pay grades higher the employee will receive \$4.90 per hour.
- Sewer maintenance employees on stand-by through the weekend, from the end of the workday on Friday through the beginning of the workday on Monday, will receive 9-hours pay (3-hours per day) at their regular hourly rate of pay and 1-additional hour when a holiday falls on a weekend and 4-hours when a holiday falls on a weekday.
- Holiday pay for custodians will be at 8-hours for full day holidays and 4-hours for ½-day holidays.

