

MEMORANDUM OF UNDERSTANDING

July 6, 2014 – July 4, 2015

WAGES

RECORDED

JUN 19 2014

CITY RECORDER

RECEIVED

JUN 19 2014

CITY RECORDER

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



AFSCME
Patty Rich, Executive Director
Website: www.afscmeutah.org
Office: 801.532.1009
E-mail: patty_afscme@qwestoffice.net



Salt Lake City Corporation
Website: www.slcgov.com
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ARTICLE 13 – MERIT AND PAY INCREASES

For July 6, 2014 to July 4, 2015, the City and Local 1004 agree that eligible employees will be paid as provided for herein. This amendment replaces Article 13 of the existing MOU with all other provisions remaining in full force and effect.

Wage Schedule

For July 6, 2014 to July 4, 2015, the City and AFSCME agree that each employee will be paid biweekly in accordance with the wage schedule as set forth in Appendix “A” of this MOU.

General Provisions

“Completed years of service” shall be calculated to be the number of calendar years the eligible employee has completed in the job title. “Job title” shall mean the specific job title, including levels of a career ladder (i.e. “Office Facilitator I” or “Office Facilitator II” or “Sanitation Operator II”).

An eligible employee may move to a higher pay rate during the effective dates of the wage schedule provided for in this Article in the event that the passage of the eligible employee’s anniversary date results in the employee completing the requisite number of completed years of service.

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

It is the City and AFSCME’s intent and desire that this year’s pay structure represents further development in achieving a pay structure that accomplishes the goals outlined in the Fiscal Year 2013 wage provision. The City and AFSCME agree to continue the negotiation of these issues in subsequent fiscal years, subject to mutual agreement and appropriation of necessary funds to accomplish such goals.

City agrees to meet with AFSCME no later than October 1, 2014, and regularly thereafter, to discuss compensation for Fiscal Year 2016 including issues related to the budget process for wages and the development of the wage market study.

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

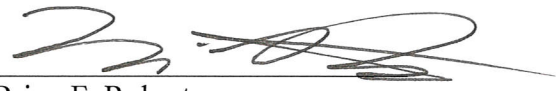
SALT LAKE CITY CORPORATION

By: 
RALPH BECKER
MAYOR

ATTEST:

Approved as to form:


Deputy City Recorder


Brian F. Roberts
Senior City Attorney

RECORDED

JUN 19 2014

CITY RECORDER

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

By: 
PATTY RICH
Executive Director


RAY WICKENS
President

STATE OF UTAH)


: ss.

COUNTY OF SALT LAKE)

On the 17th day of June, 2014, personally appeared before me PATTY RICH, who being by me duly sworn, did say that she is the Executive Director of the AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES Local 1004 and RAY WICKENS, who being duly sworn, did say that he is the President of Local 1004, that he executed the foregoing instrument on behalf of Local 1004 by authority of Local 1004's Board of Directors and that said instrument has been duly ratified and approved by Local 1004's membership and that his execution hereof constitutes as valid and binding acting on behalf of Local 1004 and its membership.

My Commission Expires:




NOTARY PUBLIC, residing in
Salt Lake County, Utah

APPENDIX A – AFSCME FISCAL YEAR 2015 WAGE SCHEDULE

Effective July 6, 2014 – July 4, 2015

100 Series Bargaining Unit

Job Title	Pay Grade	Entry	1 Year	3 Year
AIRFIELD MAINTENANCE EQUIPMENT OPERATOR III	18	16.90	19.02	22.03
AIRFIELD MAINTENANCE EQUIPMENT OPERATOR IV	20	18.47	20.78	24.07
AIRPORT COMMERCIAL VEHICLE INSPECTOR	18	16.90	19.02	22.03
AIRPORT LANDSIDE OPERATIONS OFFICER	18	16.90	19.02	22.03
AIRPORT LEAD SIGN TECHNICIAN	21	19.59	22.04	25.53
AIRPORT LIGHTING & SIGN TECHNICIAN	20	17.92	20.16	23.35
AIRPORT MAINTENANCE MECHANIC II	20	18.47	20.78	24.07
AIRPORT POLICE OFFICER II	21	19.59	22.04	25.53
ARBORIST III	21	19.59	22.04	25.53
ASPHALT EQUIPMENT OPERATOR II	18	16.90	19.02	22.03
BEAUTIFICATION MAINTENANCE WORKER	12	12.57	14.14	16.39
BEAUTIFICATION MAINTENANCE WORKER II	13	13.31	14.97	17.34
BUILDING EQUIPMENT OPERATOR II	18	16.90	19.02	22.03
CARPENTER II	20	17.92	20.16	23.35
CLEANUP OPERATOR II	18	16.39	18.43	21.35
CONTAINER SERVICE COORDINATOR	19	17.39	19.56	22.66
CUSTODIAN II	11	11.81	13.29	15.40
DRAINAGE MAINTENANCE WORKER I	16	14.99	16.86	19.54
DRAINAGE MAINTENANCE WORKER II	17	15.90	17.89	20.72
DRAINAGE MAINTENANCE WORKER III	19	17.39	19.56	22.66
EQUIPMENT OPERATOR	17	15.44	17.37	20.12
FACILITIES BUILDING MAINTENANCE WORKER SENIOR	18	16.90	19.02	22.03
FACILITIES BUILDING MAINTENANCE WORKER	15	14.55	16.37	18.96
FACILITIES MAINTENANCE CONTRACT	19	17.39	19.56	22.66
FLEET BODY REPAIR/PAINTER	20	17.92	20.16	23.35
FLEET FUEL DELIVERY DRIVER	15	14.55	16.37	18.96
FLEET MAINTENANCE COORDINATOR	18	16.90	19.02	22.03
FLEET MECHANIC I	20	17.92	20.16	23.35
FLEET MECHANIC II	20	18.47	20.78	24.07
FLEET PARTS DELIVERY DRIVER	11	11.81	13.29	15.40
FLEET SERVICES WORKER	15	14.12	15.88	18.39
FLORIST III	17	15.90	17.89	20.72
GENERAL MAINTENANCE WORKER CONCRETE FINISHER IV	20	18.47	20.78	24.07
GENERAL MAINTENANCE WORKER II	16	14.99	16.86	19.54
GENERAL MAINTENANCE WORKER III	18	16.90	19.02	22.03
GENERAL MAINTENANCE WORKER III	16	14.99	16.86	19.54
GENERAL MAINTENANCE WORKER IV	19	17.39	19.56	22.66

Job Title	Pay Grade	Entry	1 Year	3 Year
GENERAL MAINTENANCE WORKER V	20	17.92	20.16	23.35
GENERAL MAINTENANCE WORKER V	21	19.04	21.42	24.81
GOLF COURSE MAINTENANCE WORKER	18	16.39	18.43	21.35
GRAFFITI RESPONSE FIELD TECHNICIAN	16	14.99	16.86	19.54
HVAC TECHNICIAN II	21	19.59	22.04	25.53
IMPOUND LOT ATTENDANT HELP	16	14.99	16.86	19.54
IRRIGATION OPERATOR II	17	15.90	17.89	20.72
IRRIGATION TECHNICIAN	18	16.39	18.43	21.35
LANDSCAPE REST LEAD WORKER	17	15.90	17.89	20.72
LEAD EQUIPMENT OPERATOR	19	17.39	19.56	22.66
LEAD COMPLIANCE ENFORCEMENT OFFICER	18	16.39	18.43	21.35
MAINTENANCE ELECTRICIAN IV	22	20.22	22.75	26.35
METAL FABRICATION TECHNICIAN	20	18.47	20.78	24.07
METER READER/TECHNICIAN	16	14.99	16.86	19.54
PAINTER II	20	17.92	20.16	23.35
PARKING ENFORCEMENT OFFICER	17	15.44	17.37	20.12
PARKS MAINTENANCE WORKER IRRIGATION SPECIALIST	18	16.39	18.43	21.35
PLUMBER II	21	19.04	21.42	24.81
PUMPS MAINTENANCE TECHNICIAN	18	16.90	19.02	22.03
SANITATION ENFORCEMENT LEAD	19	17.39	19.56	22.66
SANITATION ENFORCEMENT SPECIALIST	15	14.55	16.37	18.96
SENIOR ASPHALT EQUIPMENT OPERATOR	20	18.47	20.78	24.07
SENIOR FACILITIES LANDSCAPER	16	14.99	16.86	19.54
SENIOR FLEET MECHANIC	21	19.04	21.42	24.81
SENIOR FLORIST	18	16.90	19.02	22.03
SENIOR IRRIGATION OPERATOR	20	18.47	20.78	24.07
SENIOR PARKS GROUNDSKEEPER	16	14.99	16.86	19.54
SENIOR PUMPS MAINTENANCE TECHNICIAN	20	18.47	20.78	24.07
SENIOR UTILITY LOCATOR	19	17.39	19.56	22.66
SENIOR WATER DISTRIBUTION SYSTEM OPERATOR	21	19.59	22.04	25.53
SENIOR WATER SYSTEM MAINTENANCE OPERATOR	21	19.59	22.04	25.53
STREETS MAINTENANCE LEAD	21	19.59	22.04	25.53
STREETS RESPONSE TEAM II	19	17.39	19.56	22.66
STREETS RESPONSE TEAM LEAD	21	19.04	21.42	24.81
TRAFFIC MAINTENANCE LEAD	21	19.04	21.42	24.81
TRAFFIC MAINTENANCE OPERATOR I	16	14.99	16.86	19.54
TRAFFIC MAINTENANCE OPERATOR II	18	16.39	18.43	21.14
UTILITY LOCATOR-PUBLIC UTILITIES	17	15.90	17.89	20.72
UTILITY LOCATOR-TRAINEE	15	14.12	15.88	18.39
WASTEWATER COLLECT MAINTENANCE WORKER LEAD	21	19.59	22.04	25.53
WASTEWATER COLLECTION MAINTENANCE WORKER I	17	15.90	17.89	20.72
WASTEWATER COLLECTION MAINTENANCE WORKER II	19	17.39	19.56	22.66
WASTEWATER LIFT STATION LEAD WORKER	20	18.47	20.78	24.07
WASTEWATER LIFT STATION WORKER	18	16.39	18.43	21.35
WASTEWATER PLANT LEAD OPERATOR	20	18.47	20.78	24.07
WASTEWATER PLANT MAINTENANCE OPERATOR I	15	14.12	15.88	18.39
WASTEWATER PLANT MAINTENANCE OPERATOR III	20	17.92	20.16	23.35

Job Title	Pay Grade	Entry	1 Year	3 Year
WASTEWATER PLANT MAINTENANCE OPERATOR IV	21	19.59	22.04	25.53
WASTEWATER PLANT OPERATOR	19	17.39	19.56	22.66
WASTEWATER PLANT UTILITY OPERATOR	17	15.44	17.37	20.12
WASTEWATER PLANT UTILITY OPERATOR TRAINEE	15	14.55	16.37	18.19
WASTEWATER PREVENTIVE MAINTENANCE WORKER	19	17.39	19.56	22.66
WATER DISTRIBUTION SYSTEM OPERATOR I	19	17.39	19.56	22.66
WATER DISTRIBUTION SYSTEM OPERATOR II	20	17.92	20.16	23.35
WATER DISTRIBUTION VALVE OPERATOR	15	14.55	16.37	18.96
WATER DISTRIBUTION VALVE OPERATOR TRAINEE	13	13.31	14.97	17.34
WATER MAINTENANCE SUPPORT WORKER	14	13.72	15.43	17.88
WATER METER READER I	13	12.96	14.58	16.89
WATER METER READER II	14	13.72	15.43	17.88
WATER METER READER III	18	16.39	18.43	21.35
WATER METER TECHNICIAN I	16	14.99	16.86	19.54
WATER METER TECHNICIAN II	18	16.39	18.43	21.35
WATER METER TECHNICIAN III	19	17.39	19.56	22.66
WATER PLANT OPERATOR I	18	16.39	18.43	21.35
WATER PLANT OPERATOR II	21	19.59	22.04	25.53
WATER SYSTEM MAINTENANCE OPERATOR I	17	15.90	17.89	20.72
WATER SYSTEM MAINTENANCE OPERATOR II	19	17.39	19.56	22.66
WATERSHED RANGER	19	17.39	19.56	22.66

200 Series Bargaining Unit

Job Title	Pay Grade	Entry	1 Year	4 Year	6 Year	8 Year
ACCESS CONTROL SPECIALIST	15	14.29	15.31	17.35	18.37	21.28
AIRPORT OPERATIONS COORDINATOR I	14	13.81	14.79	16.77	17.75	20.57
AIRPORT OPERATIONS COORDINATOR II	16	15.75	16.88	19.13	20.25	23.46
AIRPORT OPERATIONS LEAD COORDINATOR	17	16.30	17.46	19.79	20.95	24.27
AIRPORT OPERATIONS SECURITY SPECIALIST	17	16.30	17.46	19.79	20.95	24.27
BUILDING INSPECTOR I	17	16.30	17.46	19.79	20.95	24.27
BUILDING INSPECTOR II	19	18.16	19.46	22.06	23.35	27.05
BUSINESS LICENSE ENFORCEMENT OFFICER	17	16.30	17.46	19.79	20.95	24.27
CITY PAYMENTS PROCESSOR	15	14.81	15.87	17.99	19.04	22.06
CONTRACTS PROCESS COORDINATOR	17	16.30	17.46	19.79	20.95	24.27
CONTRACTS TECHNICIAN	15	14.81	15.87	17.99	19.04	22.06
CROSS CONNECTION CONTROL INSPECTOR	16	15.75	16.88	19.13	20.25	23.46
CUSTOMER SERVICE ACCOUNTS COLLECTOR/INVESTIGATOR	18	16.92	18.13	20.54	21.75	25.20
ENGINEERING RECORDS TECHNICIAN	13	13.34	14.29	16.20	17.15	19.87
FLEET MAINTENANCE SCHEDULER	12	12.87	13.79	15.63	16.55	19.17
HEARING OFFICER REFEREE COORD I	15	14.29	15.31	17.35	18.37	21.28
HEARING OFFICER REFEREE COORD II	18	16.92	18.13	20.54	21.75	25.20
JUSTICE COURT CLERK	15	14.81	15.87	17.99	19.04	22.06
JUSTICE COURT LEAD CLERK	19	18.16	19.46	22.06	23.35	27.05
JUSTICE COURT RECORDS CLERK	12	12.87	13.79	15.63	16.55	19.17
JUSTICE COURT TRAFFIC CLERK	18	16.92	18.13	20.54	21.75	25.20
OFFICE TECHNICIAN II	15	14.29	15.31	17.35	18.37	21.28
PAGING OPERATOR	10	11.51	12.33	13.98	14.80	17.14
POLICE INFORMATION SPECIALIST	13	13.34	14.29	16.20	17.15	19.87
PRETREATMENT SAMPLER	15	14.29	15.31	17.35	18.37	21.28
PRETREATMENT SENIOR SAMPLER/INSPECTOR	17	16.30	17.46	19.79	20.95	24.27
PUBLIC SAFETY DISPATCHER I	14	13.81	14.79	16.77	17.75	20.57
PUBLIC SAFETY DISPATCHER II	16	15.75	16.88	19.13	20.25	23.46
PUBLIC SAFETY DISPATCHER II	16	15.75	16.88	19.13	20.25	23.46
QUALITY ASSURANCE SENIOR SAMPLER CULINARY WATER	17	16.30	17.46	19.79	20.95	24.27
RECORDS TECHNICIAN II PUBLIC UTILITIES	15	14.29	15.31	17.35	18.37	21.28
RECREATION PROGRAM COORDINATOR	13	13.34	14.29	16.20	17.15	19.87
REHABILITATION FTHB LOAN PROCESSING	17	16.30	17.46	19.79	20.95	24.27
REVIEW & LICENSING PROCESSOR I	14	13.81	14.79	16.77	17.75	20.57
REVIEW & LICENSING PROCESSOR II	16	15.75	16.88	19.13	20.25	23.46
SENIOR COMMUNICATIONS COORDINATOR	15	14.29	15.31	17.35	18.37	21.28
SENIOR SECRETARY	15	14.29	15.31	17.35	18.37	21.28
SENIOR UTILITIES REPRESENTATIVE CONTRACTS	15	14.29	15.31	17.35	18.37	21.28
SENIOR UTILITIES REPRESENTATIVE CUSTOMER SERVICE	15	14.29	15.31	17.35	18.37	21.28
SENIOR UTILITIES REPRESENTATIVE OFFICE TECHNICIAN	15	14.29	15.31	17.35	18.37	21.28
SENIOR WAREHOUSE OPERATOR	15	14.81	15.87	17.99	19.04	22.06

Job Title	Pay Grade	Entry	1 Year	4 Year	6 Year	8 Year
SR UTILITIES REPRESENTATIVE GENERALIST	15	14.81	15.87	17.99	19.04	22.06
TECHNICAL SUPPORT SPECIALIST	15	14.81	15.87	17.99	19.04	22.06
UTILITIES REPRESENTATIVE II CUSTOMER SERVICE	12	12.87	13.79	15.63	16.55	19.17
UTILITIES REPRESENTATIVE I - CUSTOMER SERVICE	10	11.51	12.33	13.98	14.80	17.14
UTILITIES REPRESENTATIVE I CONTRACTS	10	11.51	12.33	13.98	14.80	17.14
UTILITIES REPRESENTATIVE II OFFICE TECHNICIAN	12	12.87	13.79	15.63	16.55	19.17
WAREHOUSE OFFICE TECHNICIAN II	15	14.29	15.31	17.35	18.37	21.28
WAREHOUSE SUPPORT WORKER - AIRPORT	14	13.81	14.79	16.77	17.75	20.57
WAREHOUSE SUPPORT WORKER FLEET	14	13.81	14.79	16.77	17.75	20.57

300 Union Series Bargaining Unit

Job Title	Pay Grade	Entry	2 year	4 year	6 year
ADMINISTRATIVE SECRETARY I	18	17.20	18.22	19.23	21.10
AIRPORT ENGINEERING RECORDS PROGRAM SPECIALIST	20	18.73	19.83	20.93	22.97
AIRPORT OPERATIONS SPECIALIST AIR	23	21.68	22.96	24.23	26.59
AIRPORT OPERATIONS SPECIALIST TERMINAL	23	21.68	22.96	24.23	26.59
AIRPORT POLICE OFFICER III	24	22.77	24.11	25.45	27.93
AIRPORT PROCUREMENT SPECIALIST	21	19.67	20.83	21.98	24.12
ALARM SYSTEM PROGRAM COORDINATOR	20	18.73	19.83	20.93	22.97
ARCHITECTURAL ASSOCIATE IV	24	22.77	24.11	25.45	27.93
ASSOCIATE PLANNER	21	19.67	20.83	21.98	24.12
BUILDING INSPECTOR III	25	23.91	25.32	26.72	29.33
COMMUNICATION TECHNICIAN FIRE	22	20.66	21.87	23.09	25.33
CONSTRUCTION CONTRACTS COORDINATOR	19	17.93	18.98	20.04	21.99
CRIME LAB TECHNICIAN I	16	15.56	16.49	17.40	19.09
CRIME LAB TECHNICIAN II	19	17.93	18.98	20.04	21.99
DEVELOPMENT REVIEW FACILITATOR	19	17.93	18.98	20.04	21.99
DEVELOPMENT REVIEW PLANNER I	21	19.67	20.83	21.98	24.12
DEVELOPMENT REVIEW PLANNER II	25	23.91	25.32	26.72	29.33
ENGINEERING RECORDS MANAGEMENT DATA SPECIALIST	18	17.20	18.22	19.23	21.10
ENGINEERING TECHNICIAN II	19	17.93	18.98	20.04	21.99
ENGINEERING TECHNICIAN III	21	19.67	20.83	21.98	24.12
ENGINEERING TECHNICIAN IV	23	21.68	22.96	24.23	26.59
ENGINEERING TECHNICIAN V	24	22.77	24.11	25.45	27.93
ENVIRONMENTAL SPECIALIST I	23	21.68	22.96	24.23	26.59
ENVIRONMENTAL SPECIALIST II	26	25.10	26.58	28.05	30.79
EVIDENCE TECHNICIAN I	15	14.62	15.54	16.40	17.99
EVIDENCE TECHNICIAN II	16	15.56	16.48	17.39	19.09
FIRE LOGISTICS COORDINATOR	19	17.93	18.98	20.04	21.99
FIRE PROTECTION ENGINEER	26	25.10	26.58	28.05	30.79
FOREST AREA SERVICE COORDINATOR	22	20.66	21.87	23.09	25.33
GIS LEAK DETECTION SYSTEMS TECHNICIAN II	23	21.68	22.96	24.23	26.59
GIS TECHNICIAN II	23	21.68	22.96	24.23	26.59
HOUSING & ZONING LEGAL INVESTIGATOR	27	26.36	27.91	29.46	32.33
HOUSING REHAB SPECIAL I	20	18.73	19.83	20.93	22.97
HOUSING REHAB SPECIALIST II	22	20.66	21.87	23.09	25.33
HYDROLOGY SPECIALIST	24	22.77	24.11	25.45	27.93
LAB CHEMIST	24	22.77	24.11	25.45	27.93
OFFICE FACILITATOR I	18	17.20	18.22	19.23	21.10
OFFICE FACILITATOR II	19	17.93	18.98	20.04	21.99
PARKING PAY STATION TECHNICIAN	18	17.20	18.22	19.23	21.10
PARKS USAGE COORDINATOR	21	19.67	20.83	21.98	24.12
PLANS EXAMINER	25	23.91	25.32	26.72	29.33
POLICE INTELLIGENCE SPECIALIST	21	19.67	20.83	21.98	24.12
PRETREATMENT INSPECTOR/PERMIT WRITER	23	21.68	22.96	24.23	26.59
PROJECT COORDINATOR III AIRPORT	22	20.66	21.87	23.09	25.33
SENIOR LAB ANALYST	21	19.67	20.83	21.98	24.12
SENIOR PLANS EXAMINER	27	26.36	27.91	29.46	32.33

Job Title	Pay Grade	Entry	2 year	4 year	6 year
SENIOR TRAFFIC TECHNICIAN	21	19.67	20.83	21.98	24.12
SENIOR TRAFFIC TECHNICIAN II	23	21.68	22.96	24.23	26.59
STORM WATER INDUSTRIAL PROGRAM COORDINATOR	25	23.91	25.32	26.72	29.33
STORM WATER TECHNICIAN	21	19.67	20.83	21.98	24.12
SURVEYOR III	21	19.67	20.83	21.98	24.12
TRAFFIC CONTROL CENTER II	23	21.68	22.96	24.23	26.59
TRAFFIC COORDINATOR	19	17.93	18.98	20.04	21.99
TRAFFIC SIGNAL LEAD	24	22.77	24.11	25.45	27.93
TRAFFIC SIGNAL TECHNICIAN II	23	21.68	22.96	24.23	26.59
VICTIM ADVOCATE	22	20.66	21.87	23.09	25.33