

**RESOLUTION NUMBER 6873**

**WHEREAS**, the City of Beatrice Nebraska, recognizes the International Brotherhood of Electrical Workers Local No. 1536, A.F.L.-C.I.O, ("Union"), as the exclusive bargaining agent for certain employees of the Board of Public Works of the City of Beatrice; and

**WHEREAS**, the City of Beatrice has previously entered into a Union Contract with the Union; and

**WHEREAS**, the term of said contract expired on September 30, 2021, and the Union notified the City that it did not desire to automatically renew the contract; and

**WHEREAS**, the City desires to enter into a new Union Contract with the International Brotherhood of Electrical Workers Local No. 1536, A.F.L.-C.I.O for a term of six (6) years.

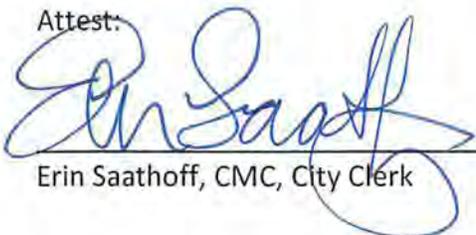
NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF BEATRICE, NEBRASKA:

**SECTION 1.** That the Mayor and City Clerk are hereby authorized to execute the Union Contract with the International Brotherhood of Electrical Workers Local No. 1536, A.F.L.-C.I.O., for the term of six (6) years beginning on October 1, 2021 and ending on September 30, 2027. A copy of said Union Contract, marked as Exhibit "A", is attached hereto and incorporated by reference.

**SECTION 2.** That all resolutions or parts of resolutions in conflict herewith are hereby repealed.

RESOLUTION PASSED AND ADOPTED this 4<sup>th</sup> day of April, 2022.

Attest:

  
Erin Saathoff, CMC, City Clerk

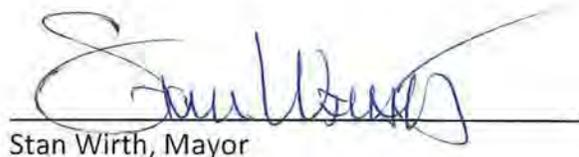
  
Stan Wirth, Mayor

Exhibit "A"

UNION CONTRACT  
CITY OF BEATRICE/BOARD OF PUBLIC WORKS

CITY OF BEATRICE, NEBRASKA

AND

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL NO. 1536

A.F.L. - C. I. O.

2021-2027

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## AGREEMENT

This Agreement is made and entered into by and between the City of Beatrice, Nebraska, Board of Public Works, a Municipal Corporation, hereinafter referred to as "City/BPW," and Local No. 1536 A.F.L. - C.I.O., the International Brotherhood of Electrical Workers, hereinafter referred to as the "Union."

**WHEREAS**, the City has, pursuant to the statutes of the State of Nebraska, extended its recognition to the Union as the exclusive bargaining agent for all employees of the City/BPW, except for those job classifications set forth on Appendix "A", attached hereto and incorporated by reference. The City/BPW has thereby consented to the practices and procedures of collective bargaining as a fair and orderly way of conducting its relations with the employees of the City/BPW insofar as such practices and procedures are appropriate to the functions and obligations of the City, acting through its Mayor and Council to retain the right to effectively operate in a reasonable and efficient manner consistent with the paramount interest of the City and its citizens; and,

**WHEREAS**, the Union recognizes the prerogative of the City to operate and manage its affairs in all respects in accordance with its responsibilities and powers which the City must retain in order to properly operate and manage its affairs as required by law; and,

**WHEREAS**, it is the intention of this agreement to provide, where not otherwise mandated by statute, for the salary structure, fringe benefits, and employment conditions contained in this agreement for the employees of the City/BPW covered by this agreement, to prevent interruptions of work and interference with the efficient operation of the City/BPW and to provide an orderly and prompt method for handling and processing grievances.

**NOW, THEREFORE**, the parties agree with each other as follows:

**ARTICLE 1**  
**RECOGNITION**

**Section 1** The City does hereby recognize the Union as the exclusive representative of all employees of the City/BPW except those job classifications listed on Appendix "A" attached hereto and incorporated by reference.

**Section 2** The City will not aid, promote or finance any labor group or organization which purports to engage in collective bargaining or make any agreement with any individual, group, or organization for the purpose of undermining the Union or which is in conflict with this agreement.

**ARTICLE 2**  
**CHECK-OFF**

**Section 1** The City agrees to deduct the Union membership dues once each month from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the City/BPW by the Treasurer of the Union, and shall be certified as being duly approved by the union membership, and the aggregate deductions of all employees shall be remitted together with an itemized statement to the Treasurer by the 10th of the succeeding month, after such deductions are made.

**Section 2** **Authorization for Payroll Deduction.** I hereby authorize and direct the City/BPW to deduct from my pay, Union Membership initiation fees, dues and assessments in the amounts fixed in accordance with By-laws of Local Union 1536 and the Constitution of the International Brotherhood of Electrical Workers and pay the same to said Local Union in accordance with the term of the bargaining agreement between the employers and the Union.

This authorization shall be irrevocable for a period of one (1) year from the date hereof or until the termination date of said agreement whichever occurs sooner and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one (1) year unless revoked by written notice to you and the Union ten (10) days prior to the expiration of each one (1) year period, or of each applicable bargaining agreement between the Employer and the Union, whichever occurs sooner.

Signature \_\_\_\_\_

Date \_\_\_\_\_ Dept. \_\_\_\_\_

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**Section 3** The City/BPW shall not be liable for the remittance of any sums other than those constituting actual deductions made; and if for any reason it fails to make a deduction for any employee as above provided, it shall make that deduction from the employee's next pay period in which union dues are normally deducted after written notification to the City/BPW of the error. If the City/BPW makes an overpayment to the Union, the City/BPW will deduct that amount from the next remittance to the Union. The Union agrees to indemnify and hold the City/BPW harmless against any and all claims, suits, orders or judgments brought or issued against the City/BPW as a result of any action taken or not taken by the City/BPW under the provisions of this article.

**ARTICLE 3**  
**MANAGEMENT RIGHTS**

Except where limited by express provisions of this agreement, nothing herein shall be construed or interpreted to restrict, limit, or impair the right, powers, and authority of the employer heretofore possessed and hereinafter granted by virtue of law, regulations or resolutions. These rights, powers and authority include, but are not limited to, the right to manage and supervise all of its operations and establish work rules, regulations and other terms and conditions of employment. The exercise of such rights, powers and authority shall not be negotiable or reviewable by arbitration.

**ARTICLE 4**  
**SAFETY COMMITTEE**

**Section 1** There shall be appointed a Safety Committee comprised of twelve (12) members. The membership of the Safety Committee shall consist of six (6) members selected by the City Administrator/General Manager and six (6) members selected by the Union. One member of the Beatrice City Council or Board of Public Works may serve as an ex-officio member of the Safety Committee. The Safety Committee shall select a Chairman of the Committee. The Safety Committee shall be appointed in July of each year. The Safety Committee shall formulate rules and regulations for safety and shall submit the same to the City Administrator/General Manager who shall submit the same to the City Council and/or Board of Public Works. Upon approval thereof such safety rules and regulations shall constitute safety rules and regulations for all employees subject to this Union Contract and shall be followed by every employee. The Safety Committee shall hold regular quarterly meetings, and it may hold special meetings at the call of the Chairman or any three members thereof. The Safety

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Committee shall report any violations of any safety rules and regulations to the Department Head/Superintendent who shall enforce the safety rules and regulations or who shall report such violations to the City Administrator/General Manager.

**Section 2** **Records.** Safety Committee shall maintain written minutes of its meetings.

**Section 3** **Subcommittees and Representatives.** The Safety Committee may appoint such subcommittees as it deems necessary.

#### **ARTICLE 5** **UNION ACTIVITY**

The Union agrees that its members will not solicit membership in the Union or otherwise carry-on union activities during working hours, or on premises of the City/BPW at any time, provided adequate bulletin board space for the purpose of the placing of notice of time and place of union meetings will be allowed.

#### **ARTICLE 6** **GRIEVANCE PROCEDURE**

**Section 1** The grievance procedure set forth herein is designed to preserve harmony and friendly relations between the City/BPW and its employees. Furthermore, the grievance procedure is to provide a just and equitable method for resolution of grievances without discrimination, coercion, restraint, or reprisal against any such employee who may submit or be involved in a grievance. This grievance procedure shall not apply where state and city Civil Service Laws, Rules and Regulations take precedence.

**Section 2** In reducing a grievance to writing, the following information must be stated with reasonable clarity: The exact nature of the grievance, the act or acts of commission or omission, the identity of the party or parties who claim to be aggrieved, the identity of the party or parties alleged to have caused the grievance, if known, the specific provisions of this agreement that are alleged to have been violated, and the remedy which is sought.

**Section 3** A grievance is hereby jointly defined to be any disagreement concerning the interpretation or application of the terms of this agreement.

**Section 4** Grievances shall be processed in the following manner:

**Step 1.** Any employee, subject to this contract, having a grievance shall first present the grievance in writing, to the employee's Department Head

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or Superintendent, within five (5) working days after the occurrence. The Department Head or Superintendent shall meet with the employee and his/her representative, within five (5) working days after receipt of the grievance in an attempt to settle the grievance.

The Department Head or Superintendent shall issue a written decision to the employee and his/her representative within five (5) working days after such meeting.

**Step 2.** If satisfactory settlement is not reached under Step 1, the employee, or his/her representative shall resubmit the grievance described in Step 1, above, within five (5) working days after receipt of the written decision issued in Step 1, to the City Administrator/General Manager. The City Administrator/General Manager shall meet with the employee and his/her representative, within five (5) working days after receipt of the grievance in an attempt to settle the grievance. The City Administrator/General Manager shall transmit a written answer to the employee and his/her representative within twenty (20) working days after such meeting.

**Step 3.** If satisfactory settlement is not reached under Step 2, the employee and his/her representative shall resubmit the grievance described in Step 1, above, within five (5) working days after receipt of the written decision issued in Step 1, to the Beatrice City Council or Beatrice Board of Public Works, depending on the department the employee works in. The Beatrice Board of Public Works shall hear grievances submitted by employees working in the Electric Department, Water Department, WPC Department, Street Department, BPW Office, and Engineering. The Beatrice City Council shall hear grievances submitted by all employees governed by this Union Contract, except those Departments whose grievances are heard by the Beatrice Board of Public Works as set forth above. The Beatrice City Council or Beatrice Board of Public Works shall schedule an initial meeting with the employee and his/her representative within twenty (20) working days after receipt of the grievance in an attempt to settle the grievance. The Beatrice City Council or Beatrice Board of Public Works may hold subsequent meetings and may interview the parties involved separately or together, but shall transmit, in writing, its answer or its failure to reach agreement on an answer to the employee and his representative within twenty (20) working days after such meeting.

**Step 4.** If satisfactory settlement is not reached under Step 3, the employee and his/her representative may take any further action they deem necessary.

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**Section 5**

It is understood and agreed that a written grievance taken to the grievance procedure under this agreement, in order to be valid under this agreement, must allege a direct violation of the express purpose of the contractual provision in question. It is also understood and agreed that it is the intent of the parties to this agreement that a written grievance taken to the grievance procedure shall not be valid if such written grievance challenges action taken by the City/BPW in the exercise of inherent management rights, except where such written grievance is based upon a clear, express limitation thereon.

**ARTICLE 7**  
**STRIKES, SLOW DOWNS, LOCKOUTS**

**Section 1**

No right shall exist in any employer or employee to hinder, delay, limit or suspend the continuity or efficiency of any governmental service in a proprietary capacity of the City/BPW, either by strike, lockout or any other means.

Any encouragement, promotion or sanction of strikes against the City/BPW in any form by the Union, or any employee or group of employees, shall be cause for decertification of the Union as bargaining agent for the employees and may be cause for the immediate discharge of any employee or employees who violate the provisions of this article.

**ARTICLE 8**  
**HOLIDAYS AND PERSONAL LEAVE**

**Section 1**

The following days are holidays observed by all employees of the City/BPW:

- |                         |                        |
|-------------------------|------------------------|
| New Year's Day          | Labor Day              |
| Presidents' Day         | Veteran's Day          |
| Memorial Day            | Thanksgiving Day       |
| Independence Day        | Day After Thanksgiving |
| Two days Personal leave | Christmas Day          |

Whenever any of the holidays listed above fall on an employee's regularly scheduled day off, the regularly scheduled work day immediately preceding or following the holiday shall be observed as the holiday, as determined by the City.

**Section 2**

**Eligibility requirements.** Employees shall be eligible for pay for any holiday falling within a pay period for which they receive compensation unless the employee ends employment prior to the holiday.

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**Section 3** **Holiday pay.** Eligible employees who perform no work on their scheduled holiday will be paid a regular day's pay.

**Section 4** **Holiday work.** If an employee works on any of the holidays listed in Section 1, he shall be granted one and one-half times his regular rate of pay.

**Section 5** Employees who are absent without authorized leave on the work day immediately preceding or following the observed holiday shall not receive holiday pay pursuant to the provisions of this Article.

**Section 6** Each employee will receive sixteen (16) hours of personal leave each year upon request for said leave from the employee's supervisor or Department Head/Superintendent. The time for scheduling said personal leave will be within the discretion of the supervisor or Department Head/Superintendent, but will, so far as possible, be granted at the time desired by the employee. The sixteen (16) hours personal leave shall be administered on a calendar year basis (Jan. 1 to Dec. 31). Any unused personal leave shall not be carried over between calendar years and any unused personal leave shall be lost. Any employee starting employment with the City/BPW on July 1<sup>st</sup> or later shall only receive eight (8) hours of personal leave during their first year of employment.

Any unused Personal Leave shall not be paid out upon separation from employment for any reason.

**ARTICLE 9**  
**VACATIONS**

**Section 1** **Eligibility and allowances.** All employees of the City/BPW covered by this contract shall be entitled to vacations with pay in accordance with the following:

An employee shall earn vacation commencing at his original date of employment at the rate of:

One (1) through Five (5) years	80 hrs. per year
Six (6) through Ten (10) years	120 hrs. per year
Eleven years (11) and thereafter	160 hrs. per year

An employee shall accrue a prorated portion of their vacation hours per pay period and such employee shall be entitled to take such accumulated vacation subject to provisions herein. An employee must have vacation schedule approved by their Department Head/Superintendent. An

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employee may carry over up to two hundred forty (240) hours of vacation time. Employees shall not exceed two hundred forty (240) hours of accrued vacation time on December 31<sup>st</sup> of any year. If an employee exceeds two hundred forty (240) hours of accrued vacation time on December 31<sup>st</sup> of any year, then the City/BPW shall buy back the unused accrued vacation time in excess of two hundred forty (240) hours at the employee's current rate of pay. An employee may sell their vacation time back to the City/BPW at the employee's current rate of pay at any time. An employee may not sell more than eighty (80) hours of vacation time in a year. Any accrued vacation hours in excess of two hundred forty (240) hours on December 31<sup>st</sup>, not bought back by the City/BPW shall be forfeited by the employee.

**Section 2** Vacations will, so far as possible, be granted at a time desired by the employee, but the final right to allotment is reserved by the City/BPW to ensure continuity of services.

**Section 3** An employee shall have an amount of pay equivalent to his/her vacation hours earned but not taken added to his/her final paycheck at a rate equal to the employee's regular hourly wage at the time employment is ended

**Section 4** **Vacation pay.** The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the date immediately preceding the employee's vacation period.

**Section 5** **Vacation time during summer months.** The employee may receive only two (2) weeks of vacation during the months of June, July and August. Any additional accrued vacation time may be taken by the employee at the discretion of the City/BPW scheduled at any other time outside of the three months mentioned in this section. This section is not meant to contradict or be in conflict with Section 2 above.

**ARTICLE 10**  
**SICK LEAVE**

**Section 1** **Allowance.** Employees incurring any sickness or disability which renders such employee unable to perform the duties of his employment, shall receive sick leave with pay.

Employees shall be eligible to use sick leave after thirty (30) calendar days of service with the employer, and shall earn sick leave at the rate of one day for each month worked.

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**Section 2**      **Accumulation.** Employees may accrue up to one thousand forty (1,040) hours of sick leave.

Any employee with more than one thousand forty (1,040) hours of accumulated unused sick leave as of the 1<sup>st</sup> day of January of each year shall receive payment in an amount equal to 50% of the value of employees' accumulated unused sick leave in excess of one thousand forty (1,040) hours. Value of employee's accumulated unused sick leave shall be the employee's rate of compensation times the number of accumulated sick leave hours in excess of one thousand forty (1,040) hours times 50%.

Sick leave shall not accrue during any period of leave of absence without pay, or during a period of sick leave of one (1) month or more.

**Section 3**      **Unused Sick Leave.**

An employee shall be compensated for his/her accumulated unused sick leave hours as set forth below, if the employee has provided the City Administrator/BPW General Manager with two (2) weeks written notice of resignation from employment. Any employee leaving employment voluntarily without providing two (2) weeks written notice shall forfeit his/her accumulated unused sick leave hours. Any employee leaving employment involuntarily shall not be required to provide two (2) weeks written notice in order to receive payment for his/her accumulated unused sick leave hours.

Employees shall be compensated for fifty percent (50%) of any accumulated unused sick leave hours when they are permanently separated from employment for any reason; however, employees shall be compensated for seventy-five percent (75%) of any accumulated unused sick leave hours when they are permanently separated from employment as a result of retirement on or after reaching the age of fifty-five (55) or death. In event of death, payment is to be made to the estate of the employee. The amount of payment for all unused sick leave is to be calculated at the employee's rate of pay in effect on the pay day immediately preceding the employee's separation.

Any employee hired after October 1, 2008 shall not be compensated for any accumulated unused sick leave upon separation from employment for any reason.

**Section 4**      An employee may be required by the Department Head/Superintendent to submit a medical certification for any absence for which sick leave is taken. Failure to fulfill this requirement may result in denial of sick leave.

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No refund of vacation time shall be allowed due to illness incurred while on vacation leave.

**Section 5** A release to return to work from a medical doctor is required after three (3) days consecutive absence. A release to return to work may be required by a Department Head/Superintendent at any time if the Department Head/Superintendent thinks that the employee is abusing their sick leave.

**Section 6** The sick leave benefit is authorized only for illness, injury or necessary appointments with doctors or dentists. If at all possible, the employee should notify his supervisor before work time of their inability to come to work for any of the above reasons.

**Section 7** **Family Sickness and Disability.**  
An employee shall not use more than ten (10) days each calendar year of accumulated sick leave at the discretion of the Department Head/Superintendent for a sickness or disability of an employee's family member. Family member shall mean the employee's spouse, sons, daughters, mother, father, step-parents, mother-in-law, or father-in-law, step-child, and person or persons the employee is guardian over, who are under the age of eighteen (18), and currently live in the employee's house.

**Section 8** Abuse of the sick leave benefit will not be tolerated and will be considered a reason for dismissal.

**Section 9** For purposes of this article one (1) day shall equal eight (8) hours straight time in regard to the accumulation of sick leave.

**Section 10** **Workers Compensation**  
If an employee is receiving workers compensation and they wish to receive the difference between their normal net wage after taxes and their workers compensation payment, then the employee shall charge the necessary hours of their accumulated sick leave per day to make up the difference.

**ARTICLE 11**  
**LEAVES OF ABSENCE WITH AND WITHOUT PAY**

**Section 1** In the event of a death in the family, an employee may be granted time off with pay at the discretion of the Department Head/Superintendent in accordance with the following schedule of maximum allowable times:

Employee's spouse, child, or step child	40 hrs.
Employee's parents or step parents	24 hrs.

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Employee's mother-in-law or father-in-law	24 hrs.
Employee's brother or sister	16 hrs.
Employee's step-brother or step-sister	16 hrs.
Employee's brother-in-law or sister-in-law	16 hrs.
Employee's grandparent	16 hrs.
Employee's grandchild	24 hrs.
Employee's daughter-in-law or son-in-law	16 hrs.

In the case of other relatives or friends, an employee may be granted up to four (4) hours to attend a funeral in the City and up to eight (8) hours to attend a funeral outside the City; however, an employee shall not be granted more than twenty-four (24) hours of time off in a calendar year to attend funerals of relatives or friends other than those listed above. If the above is not sufficient, then vacation time or leave without pay must be taken. One (1) day maximum may be granted in cases in which the employee is a pallbearer.

**Section 2** **Military Service.** All employees who are members of the National Guard, Army Reserve, Naval Reserve, Marine Corp Reserve, Air Force Reserve, Coast Guard Reserve, shall be entitled to leaves of absence in accordance with state law. During such leave of absence, the City/BPW shall not pay the health insurance premiums of the employee and the employee shall not be entitled to any of the benefits set forth in this agreement.

**Section 3** **Jury service.** When an employee covered by this agreement is called for jury service, he/she shall advise his/her supervisor upon receipt of such call, and, if taken from his/her work for such service, he/she shall be paid by the City/BPW the difference between the jury service pay and his regular hourly rate, not to exceed eight (8) hours for each regular work day while serving. This also covers employees called and who report, but do not actually serve.

**Section 4** When an employee covered by this agreement hereby is subpoenaed as a witness related to their employment, the employee shall immediately advise his/her supervisor of the service of such subpoena and the date and time such employee is required to appear in court. Such employee shall be granted sufficient leave of absence to enable him/her to make timely appearance in obedience to such subpoena and to return to his/her work after his release from further attendance in court. Such employee shall be paid by the City/BPW the difference between the witness fee and mileage paid at his/her regular rate for each hour in attendance in court, not to exceed eight (8) hours for each day while in attendance.

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When an employee covered by this agreement hereby is subpoenaed as a witness not related to their employment, the employee shall immediately advise his/her supervisor of the service of such subpoena and the date and time such employee is required to appear in court. Such employee shall take vacation time, comp time, or personal leave to enable him/her to make timely appearance in obedience to such subpoena and to return to his/her work after his release from further attendance in court.

**Section 5** Each employee shall receive no pay from the City/BPW for jury service or for attendance as a witness for days or hours which such employee is not scheduled for work.

**Section 6** Employees may be granted administrative leave to attend official functions of professional organizations at their Department Head/Superintendent's discretion. Administrative leave granted to employees for this purpose shall be with pay to the extent of the normal workday or work-week. Employees who are granted time off at the discretion of their Department Head/Superintendent due to inclement weather or other emergency shall be included in this section.

**Section 7** Employees who are injured or become ill as a result of the performance of their duties and are unable to perform the essential function of his/her job shall be granted injury leave not to exceed three (3) of the employee's normal work shifts for any particular job-related illness or injury and the employee shall not be required to use sick leave for such injury leave. An employee may use their injury leave at the time of the accident or within fourteen (14) calendar days of the accident if the employee can provide medical documentation substantiating the job-related illness or injury and the employee's inability to perform the essential functions of his/her job. The City/BPW may require medical documentation substantiating the job-related illness or injury and the employee's inability to perform the essential functions of his/her job. Upon receipt of a release from the employee's attending physician, the Department Head/Superintendent may require the employee to report to work for light duty.

**Section 8** Employees will be covered by any "Family Medical Leave Act Policy", adopted by resolution of the City Council.

**Section 9** **Leave of Absence.** Any employee who has completed their probationary period may request a leave of absence up to ninety (90) days. Before any employee may request a leave of absence the employee must have exhausted all of their accumulated sick leave, personal leave, compensatory time, vacation time, and any applicable Family Medical Leave Act time. Any employee requesting a leave of absence must state

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the reason they are requesting a leave of absence in writing. While an employee is on leave of absence they shall not receive or accrue any compensation time, vacation time, sick time, personal leave, and the City/BPW shall not pay the employee, City/BPW shall not pay for the employee's health insurance, and the employee shall not receive any other benefits set forth in this agreement.

An employee shall not be granted more than ninety (90) days of a leave of absence during a rolling calendar year.

## ARTICLE 12

### GROUP HEALTH, DENTAL INSURANCE, AND LONG TERM DISABILITY

- Section 1** Group health insurance shall be made available to all full-time employees and their dependents. Health insurance benefit details are outlined in Appendix "C". The City shall not change any benefits or coverages set forth herein without negotiating said changes with the IBEW in advance. The IBEW shall not unreasonably withhold their consent to any changes of the group health insurance plan.
- Section 2** Term life insurance shall be provided for full-time employees in the benefit amount of one (1) times employee's annual salary. Such life insurance shall not be provided for dependents.
- Section 3** If an employee retires at the age of 62, 63 or 64, the retired employee and his or her dependents are eligible to continue coverage under the group health insurance plan described in Section 1 above until the retired employee either reaches the age of 65, becomes eligible for benefits under Title XVIII of the Social Security Act, or dies, whichever occurs sooner. The retired employee shall pay the cost of the COBRA premium for such coverage. Eligibility for coverage will cease if the retired employee fails to make timely payment of any premium paid under this section.
- Section 4** City/BPW agrees to make available to the employee and his or her family Group Dental Coverage, at the expense of the employee, at the group rate through payroll deductions. The administration costs of the plan will be paid by the City/BPW.
- Section 5** Union shall have four representatives selected by Union to represent Union's interest on a committee formed by City/BPW to address health insurance issues as they may directly pertain to this Contract.
- Section 6** **Long term Disability Insurance.** All full-time employees shall have long term disability insurance. All employees shall pay the premium for said

long term disability insurance. The City/BPW shall withhold the insurance premium for the long-term disability insurance from each employee's paycheck.

If an employee is receiving long term disability and they wish to receive the difference between their normal net wage after taxes and their long term disability payment then the employee shall charge the necessary hours of their accumulated sick leave per day to make up the difference.

While an employee is receiving long term disability, they shall not accrue any compensation time, vacation time, sick time, and/or personal leave.

**ARTICLE 13**  
**RETIREMENT PLAN**

**Section 1** All employees will be covered by a Defined Contribution retirement plan.

Employee contributions shall be six percent (6%) of each employee's gross pay for a regular work week of forty (40) hours; provided, however, the employee shall have the option to contribute a maximum as described by Federal Law of the above-described gross pay. The City/BPW's contribution shall be six percent (6%) of each employee's gross pay for a regular work week of forty (40) hours.

Employee contributions shall be withheld from the employee's check every pay period.

**Section 2** Upon an employee beginning to participate in the retirement plan offered by the City/BPW, the employee's contributions shall be vested with the employee immediately and the employer's contributions to the plan shall be vested with the employee at a rate of twenty-five percent (25%) each year.

Employees must remain in the plan as long as they are employed by the City/BPW.

**Section 3** This plan is in addition to social security or any other plan the employee may have.

**Section 4** The employee must have six (6) months of continuous service before he or she is eligible for participation in this plan. Participation is mandatory when the employee becomes eligible.

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**ARTICLE 14**  
**SALARIES**

- Section 1** Union Employees shall receive a four percent (4.0%) increase in wages effective October 1, 2021, a four percent (4.0%) increase in wages effective October 1, 2022, a three percent (3.0%) increase in wages effective October 1, 2023, a two and a half percent (2.5%) increase in wages effective October 1, 2024, a two and a half percent (2.5%) increase in wages effective October 1, 2025, and a two percent (2.0%) increase in wages effective October 1, 2026. The pay ranges for the various pay grades described in Appendix "B", attached hereto and incorporated herein by this reference, for the period from October 1, 2021 through September 30, 2027.
- Section 2** The pay grades for the periods from October 1, 2021 to September 30, 2027 for work performed in the various job classifications under this Agreement are set out in Appendix "B", attached hereto and incorporated herein by this reference. Individual placement within a pay grade shall be in accordance with the employee's last placement on the salary schedule at the end of the prior year.
- Section 3** Employees shall be paid every two (2) weeks.
- Section 4** Performance based salary increases shall be granted to employees in accordance with the discretionary recommendations of the City/BPW. A performance-based salary increase for an employee may be granted no more often than six (6) months from the date the last performance-based salary increase for the employee became effective. No such salary increases shall be automatic, but shall be dependent on the above-described recommendations and action.

**ARTICLE 15**  
**EDUCATION PLAN**

- Section 1** The City/BPW would like to promote the further educational training of its employees. Therefore, if it is the desire of an employee to take education course work, he or she should contact their supervisor who will forward their request to the City Administrator/General Manager for his/her approval.
- Section 2** Courses selected must be in a field with the employee's job or with a job performed by the City/BPW to which the employee may be assigned. Approval of the course shall be in the sole discretion of the City Administrator/General Manager.

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**Section 3** **Payment for Course.** If the employee receives a grade of C or higher in the approved course, the City/BPW will pay the total cost of the course. The employee shall make all payments for all costs up until successful completion of the approved course. There shall be no time limit for the completion of any approved course taken.

**Section 4** The employee will be required to sign a statement that he or she will remain an employee of the City/BPW for two (2) years after successful completion of the course or reimburse the City/BPW for the expenses incurred.

**ARTICLE 16**  
**OVERTIME AND CALL-TIME**

**Section 1** **Overtime.** All employees shall be paid overtime at the rate of one and one-half times their regular hourly rate for all hours worked in excess of their regularly scheduled shift time, provided this is in excess of a forty (40) hour work week.

**Section 2** **Stand-by time.** If no calls are received by the regular scheduled stand-by servicemen during the night, he/she shall be paid one (1) hour at the regular overtime rate of pay for such employee with a call-out pay basis of a 1-hour minimum. Regular scheduled stand-by servicemen shall be paid in accordance with the other provisions of this Agreement, for all hours worked in addition to the one (1) hour stand-by allowed in the preceding paragraph, except that such employee relinquishes said provision to his/her Department Head/Superintendent-approved replacement when he/she reports sick. An employee, other than the regularly scheduled stand-by servicemen, called to work outside of his/her shift time shall be paid for a minimum of one (1) hour of work, but he/she must complete the requirements of the forty (40) hour work week as described in Section 1 before overtime will be computed.

**Section 3** When an employee has put in sixteen (16) consecutive hours on the job, the employee shall be given an eight (8) hour rest period and if such rest period extends into his regularly scheduled working day, the lost regularly scheduled working hours will not affect any overtime accrued in the previous work period, it will count toward the forty (40) hour work week for the purpose of overtime computation in the work week that the hours are lost. Notwithstanding the provisions of this section, the employee may opt to work more than sixteen (16) consecutive hours upon request of the Department Head/Superintendent.

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**Section 4**      **Definition of Compensatory Time.** Compensatory time as used in this Article shall mean hours during which an employee is not working, which are counted as hours actually worked during the applicable work period and for which the employee is compensated at the employee's base hourly rate.

**Section 5**      **Compensatory Time.** For all employees, compensatory time rather than overtime compensation may be given for all hours actually worked in excess of forty (40) hours in the 7-day work period established for the employee and indicated on the time sheet of the employee.

The decision as to whether compensatory time is given in lieu of overtime payment in cash shall be in the discretion of the employee; but compensatory time shall not be given unless first requested by the employee. Such compensatory time shall be at the rate of one and one-half hours of compensatory time for each hour of overtime work. No employee shall ever have more than one hundred and twenty (120) hours of comp time on the books. No employee shall use more than one hundred and twenty (120) hours of comp time in a year (January 1<sup>st</sup> to December 31<sup>st</sup>). An employee may be able to use more than one hundred and twenty (120) hours of comp time in a year if the additional comp time is used pursuant to the Return-to-Work Policy.

**Section 6**      **Use of Compensatory Time.** Any employee who has accrued compensatory time as set forth in Section 5 of this Article and request use of such compensatory time shall be permitted to use such time off within a reasonable period after making the request so long as such use does not unduly disrupt the operations of the department.

**Section 7**      **Payment for Compensatory Time Upon Termination of Employment.** An employee who has accrued compensatory time off pursuant to Section 5 shall, upon termination of employment, be paid for the unused compensatory time at a rate of compensation not less than -

(a) the average base hourly rate of pay received by such employee during the last three (3) years of the employee's employment, or

(b) the final base hourly rate received by such employee, whichever is higher.

**Section 8**      **Definition of Work Day and Work Week.** A typical Work Day shall be defined as beginning no earlier than 6:00 a.m. and no later than 10:00 a.m., and running eight (8) consecutive hours not including one (1) hour for lunch for employees whose typical meal periods are one (1) hour, or not

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including thirty (30) minutes for employees whose typical meal periods are thirty (30) minutes. A typical Work Week shall be defined as forty (40) hours beginning on Monday and ending on Friday. Emergency work resulting from storms, accidents, damage to City/BPW property or other causes requiring personnel to work outside of defined normal working hours shall not be included as part of a typical Work Day or Work Week.

An employee's typical work day or work week may also be altered by agreement of the employee.

This section shall not apply to employees at the Landfill.

**ARTICLE 17**  
**PROBATIONARY EMPLOYEES**

**Section 1** All new employees hired to fill any of the jobs covered by this agreement shall be considered on probation for the first six (6) months of their employment. During this probationary period, none of the provisions of this agreement shall apply to such persons except that the hours of work and hourly rates of pay shall be based on the rates provided herein. However, probationary employees shall receive health insurance as all other employees in accordance with the terms of the City/BPW health insurance policy and shall accrue sick leave and vacation time in accordance with this contract as all other employees.

During the six-month probationary period, probationary employees will be paid at an hourly rate for the job and for the hours worked and will be entitled to pay for holidays on exactly the same basis as regular employees.

**Section 2** After the satisfactory completion of the six (6) months probationary period, the employee shall receive a pay increase of five percent (5.0 %).

**ARTICLE 18**  
**PROMOTIONS**

Employees of the City/BPW may apply to open positions within the City/BPW. Any employee to be so promoted must be qualified in accordance with the specifications and performance requirements set down in the discretion of the City/BPW. Any employee already employed by the City/BPW in a job covered by this agreement and promoted to fill any of the jobs covered by this agreement shall not be placed on probation for the job they were promoted into. Any adjustments to an employee's compensation shall be made at the time of the promotion. The City/BPW shall post all job openings within the City/BPW.

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**ARTICLE 19**  
**DISCIPLINARY ACTION**

**Section 1** Disciplinary action ranging from a reprimand to a discharge may be taken for any of the following reasons:

1. Incompetence, inefficiency, or inattention or dereliction of duty.
2. Dishonesty, insubordination, discourteous treatment of the public or a fellow employee, any act of omission or commission tending to injure the public service or any willful failure on the part of the employee to properly conduct himself or herself.
3. Physical or mental unfitness for the position for which the employee holds.
4. Violation of a proper order or regulation.
5. Drunkenness or the use of intoxicating liquors, narcotics, or any other habit-forming drug, liquid or preparation to such an extent that the use interferes with the efficiency or mental or physical fitness of the employee or precludes the employee from properly performing the functions and duties of his or her position.
6. Conviction of a felony or conviction of a misdemeanor tending to injure the employee's ability to effectively perform the duties of his or her position.
7. Habitually being absent or late.
8. Negligent or willful damage, waste or theft of property.
9. Unexcused absences.

As used in this Article, the phrase "habitually being absent or late" shall mean being absent or late for work on 10 days during a 12-month period.

**Section 2** If an employee is convicted of any offense by a court of law where as a result of such conviction such employee's operator's license is revoked or suspended for any period of time or such employee is ordered by a court not to drive any motor vehicle in the State of Nebraska for any purpose for any period of time, then the employee shall be subject to the following disciplinary action if operating a motor vehicle is an essential function of the employee's job classification:

- A. 1<sup>st</sup> conviction by a Court – Written Reprimand
- B. 2<sup>nd</sup> conviction by a Court - Completion of a rehabilitation program and/or defensive driving program as determined by the City Administrator/ General Manager. If the employee refuses to complete such program(s) within the

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time period established by the City Administrator/ General Manager, then the employee will be terminated.

C. 3rd conviction by a Court - Termination of employment.

**Section 3** Employees who operate a commercial vehicle for the Employer are subject to the Drug and Alcohol Use and Testing Procedures established in 49 C.F.R. Part 382. All other employees are subject to the "Drug-Free Workplace Policy" as adopted by the Beatrice City Council.

**Section 4** Whenever information is received by an employee's Department Head, Superintendent, or the City Administrator/ General Manager that indicates the need to discipline an employee with more than an oral reprimand, the employee shall be notified with a summary of the information. No sooner than twenty-four (24) hours after the employee has received notification, the employee's Department Head or Superintendent shall meet with the employee involved, present the information that has come to the City/BPW's attention and give the employee an opportunity to admit or deny the charge and present information regarding mitigating circumstances. The employee shall be provided with written notification of any disciplinary action describing the reasons and circumstances surrounding the disciplinary action.

#### **ARTICLE 20** **LAYOFF AND RECALL**

**Section 1** Whenever the City/BPW determines that a reduction in force is necessary, the City/BPW will determine the timing of layoffs, the number of employees to be laid off and in which job classifications within a department layoffs will be effected. The term "department" as used in this Article shall mean either the Electric Department, the Water Department,

the Wastewater Pollution Control Department, the Street Department, the Administration Offices, Engineering Department, Landfill, City Clerk's Office, Building Inspections Office, or Public Properties Department of the City/BPW.

**Section 2** If the City/BPW determines that one or more employees in a job classification within a department shall be laid off; the layoffs shall be made on the basis of seniority. No regular full-time employees shall be laid off from any classification within a department while there are provisional probationary part-time or temporary employees working in such classification in such department.

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**Section 3** In the event an employee becomes subject to layoff in his or her classification within a department, and the City/BPW determines, in its discretion, that such an employee is qualified to perform duties in a lower classification in such department, he or she shall be permitted to take a position in such lower classification within such department, and any employees in such lower classifications subjected to layoffs by virtue of the provisions of this section, shall be laid off in accordance with the provisions of Section 2 hereof.

**Section 3** In the event the employee becomes subject to layoff in his or her particular classification within a department and a vacancy exists in a lower or equivalent classification within such department for which the City/BPW determines in its discretion that he or she is qualified, he or she shall be appointed to such position within such department on the basis of his or her seniority.

**Section 4** Where by virtue of a reduction of work force, an employee takes a position in a lower or equivalent classification within his or her department in accordance with the provisions in Section 3 and 4 hereof, and a reduction in work force becomes necessary in such lower or equivalent classification within such department, such employee shall be credited with classification seniority earned in his or her higher or equivalent classification.

**Section 5** The names of regular full-time employees who have been laid off shall be placed on a layoff list and shall be eligible for re-employment within his or her department for a period of two (2) years, and the employer shall rehire in the reverse order of layoff; provided, such employees are otherwise qualified to perform the duties of the position. A laid-off employee subject to recall who is employed elsewhere shall not be required by the City/BPW to report for work until after the expiration of two (2) weeks from the date of notice. If such employee is not employed elsewhere, he or she shall be required to report to work at such reasonable times as required by the City/BPW giving consideration to all of the attendant circumstances. The City/BPW shall be required to provide such employees subject to recall with written notice sent via certified mail to their last known address as shown on the City/BPW's records.

**Section 6** An employee subject to layoff shall be provided with notice thereof in writing at least fifteen (15) days prior to the effective date of the layoff with a copy transmitted to the President of the local IBEW Union.

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**Section 8** Upon a change in classification caused by a layoff, the employee shall be paid at such classification rate which most nearly approximates his or her rate of pay immediately prior thereof.

**Section 9** No new employee shall be hired into a classification within a department where employees are laid off until all employees on layoff status desiring to return to work have been recalled.

**ARTICLE 21**  
**PERSONNEL RECORD**

An employee shall be entitled to review his complete personnel record for a reasonable time on his off-duty hours, and when the City Administrator/General Manager or his designated representative is present to obtain the file for the employee. In the event such employee disagrees with anything in such personnel record, he may submit a rebuttal in writing to be placed in his personnel record and affixed to any personnel action taken by the employer. Such rebuttal shall constitute and remain a part of his personnel record.

**ARTICLE 22**  
**REIMBURSEMENT FOR CDL**

Any employee who is required by the City/BPW to obtain and maintain a Commercial Driver's License (CDL) of any type as required in the performance of the employee's duties in the operation of certain City/BPW-owned vehicles shall be reimbursed for the difference between the license fee cost for such Commercial Driver's License paid by such employee and the license fee amount charged by the State of Nebraska for a Class O operator's license.

**ARTICLE 23**  
**ENTIRE AGREEMENT**

The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. Therefore, the City/BPW and the Union, for the duration of this agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to, or covered in this agreement, even though such subjects or matters may not have been within the

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knowledge or contemplation of either or both of the parties at the time they negotiated or signed this agreement.

**ARTICLE 24**  
**SAVINGS CLAUSE**

**Section 1** Should any Article, Section, or portion thereof, of this agreement be held unlawful and unenforceable by proper legislative or judicial authority or any court of competent jurisdiction, upon the issuance of such a decision, the parties shall agree immediately to negotiate a substitute for the invalidated Article, Section, or portion thereof.

**Section 2** If any provision of this agreement is declared by proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this agreement shall remain in full force and effect for the duration of this agreement.

**ARTICLE 25**  
**SAFETY EQUIPMENT ALLOWANCE**

The City/BPW shall provide safety type shields or glasses for employees to wear in performance of hazardous work.

**ARTICLE 26**  
**REOPENER CLAUSE**

**Health Insurance** - The parties hereby agree that upon execution of this Agreement should the City, upon written notice to the IBEW Union, reopen Article 12 Sections 1 & 3 of this Agreement as those items relate to group health insurance, the IBEW Union may reopen Article 14 Section 1 & 2 and Appendix B of this Agreement as those items relate to wages. Such notice shall be given by the City forty-five (45) calendar days prior to the date upon which renegotiations shall begin. Both parties agree that upon reopening the parties will renegotiate in good faith changes to those Sections. Should the parties be at an impasse as it relates to these specific sections, then each party shall retain its power to seek redress pursuant to Nebraska law. All other provisions of this Agreement shall remain in full force and effect during any reopening.

**MSA** - The parties hereby agree that if during the term of this Agreement that the City of Beatrice is designed as a Metropolitan Statistical Area (MSA) by the United States Census Bureau that either party may upon written notice provided to the other party, reopen Article 12 Section 1 & 3 of this Agreement as those items relate to group health insurance and

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Article 14, Section 1 & 2 and Appendix B of this Agreement as those items relate to wages. Such notice shall be given by the City forty-five (45) calendar days prior to the date upon which renegotiations shall begin. Both parties agree that upon reopening the parties will renegotiate in good faith changes to those Sections. Should the parties be at an impasse as it relates to these specific sections, then each party shall retain its power to seek redress pursuant to Nebraska law. All other provisions of this Agreement shall remain in full force and effect during any reopening.

**Inflation** – The parties hereby agree that between September 1, 2024 and September 15, 2024, the IBEW Union may notify the City, in writing of its desire to reopen this Agreement, provided, that such reopening and any resulting negotiations shall be for the sole purpose of negotiating a change in the base hourly rates established in Article 14, Section 1 & 2 and Appendix B for employees for the period from October 1, 2024 to September 30, 2027 and provided that Union shall only have the right to reopen this Agreement at such time if the Consumer Price Index for All Urban Consumers (CPI-U) for All items in Midwest – Size Class B/C, all urban for the period beginning the month of November, 2021 and ending the month of July, 2024 increases by at least 15%. Both parties agree that upon reopening the parties will renegotiate in good faith changes to those Sections. Should the parties be at an impasse as it relates to these specific sections, then each party shall retain its power to seek redress pursuant to Nebraska law. All other provisions of this Agreement shall remain in full force and effect during any reopening.

#### **ARTICLE 27** **TERMINATION OF AGREEMENT**

This agreement shall be effective as of the 1<sup>st</sup> day of October, 2021, and shall remain in full force and effect until the 30<sup>th</sup> day of September, 2027. Thereafter, either party shall notify the other in writing sixty (60) days prior to the anniversary date if they desire to modify this agreement.

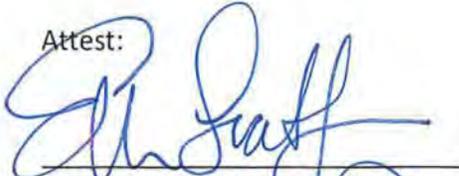
In the event such notice is not given, this agreement shall automatically renew for an additional six (6) year period. All benefits, salary increases, and policies contained herein shall remain unchanged.

In the event such notice is given, negotiations shall begin not later than thirty (30) calendar days prior to the anniversary date and this agreement shall remain in full force and effect during the period of negotiations and until notice of termination of this agreement is provided to the other party in the manner set forth in the following paragraph.

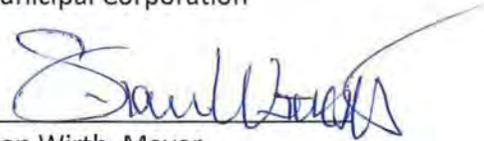
In the event that either party desires to terminate this agreement, written notice must be given to the other party not less than sixty (60) calendar days prior to the termination date which termination date shall be September 30, 2027.

DATED this 4<sup>th</sup> day of ~~March~~ April, 2022.

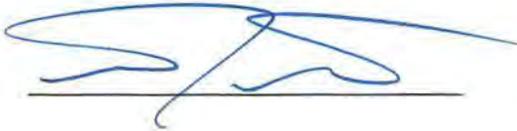
Attest:

  
Erin Saathoff, CMC, City Clerk

CITY OF BEATRICE, NEBRASKA,  
A Municipal Corporation

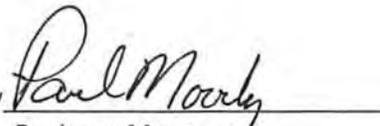
By   
Stan Wirth, Mayor

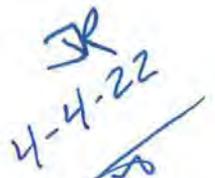
Witness:



INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS  
Local No. 1536 A.F.L.-C.I.O.

By   
Union Representative

By   
Business Manager

  
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APPENDIX "A"- JOB CLASSIFICATIONS NOT REPRESENTED BY IBEW

911 Director  
Airport Maintenance Technician  
Airport Maintenance Worker  
Airport Manager  
Chief Building Inspector  
City Administrator  
City Attorney  
City Clerk  
City Engineer  
Community Relations Coordinator  
Deputy Fire Chief  
Director of Public Properties  
Electric Superintendent  
Finance Director  
Fire Captain  
Fire Chief  
General Manager  
Info Tech Coordinator  
Landfill Superintendent  
Librarian  
Library Assistant  
Library Director  
Mechanic  
Part-Time Employees  
Police Captain  
Police Chief  
Police Lieutenant

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Sanitation Laborer  
Sanitation Collection Driver  
Sanitation Superintendent  
Sanitation Working Foreman  
Seasonal Employees  
Street Superintendent  
Temporary Employees  
Variable Hour Employees  
Water Superintendent  
Wastewater Superintendent  
Employees Represented By The Firefighters Union Local No. 1098  
Employees Represented By The Fraternal Order Of Police Lodge No. 45a

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**APPENDIX B- CITY OF BEATRICE- IBEW SALARY SCHEDULE OCTOBER 1, 2021 THRU SEPTEMBER 30, 2024**

		4.0% Increase EFFECTIVE 10/1/2021		4.0% Increase EFFECTIVE 10/1/2022		3.0% Increase EFFECTIVE 10/1/2023	
		Min	Max	Min	Max	Min	Max
37	hr	\$ 11.68	\$ 17.10	\$ 12.15	\$ 17.78	\$ 12.51	\$ 18.32
	mo	\$2,024.32	\$2,963.50	\$ 2,105.30	\$ 3,082.04	\$2,168.46	\$ 3,174.50
38	hr	\$ 11.96	\$ 17.52	\$ 12.44	\$ 18.22	\$ 12.82	\$ 18.76
	mo	\$2,073.93	\$3,036.12	\$ 2,156.89	\$ 3,157.57	\$2,221.59	\$ 3,252.30
39	hr	\$ 12.26	\$ 17.95	\$ 12.75	\$ 18.67	\$ 13.14	\$ 19.23
	mo	\$2,125.43	\$3,111.51	\$ 2,210.44	\$ 3,235.97	\$2,276.76	\$ 3,333.05
40	hr	\$ 12.57	\$ 18.41	\$ 13.08	\$ 19.14	\$ 13.47	\$ 19.72
	mo	\$2,179.27	\$3,190.33	\$ 2,266.44	\$ 3,317.94	\$2,334.43	\$ 3,417.48
41	hr	\$ 12.88	\$ 18.86	\$ 13.40	\$ 19.61	\$ 13.80	\$ 20.20
	mo	\$2,233.10	\$3,269.15	\$ 2,322.43	\$ 3,399.91	\$2,392.10	\$ 3,501.91
42	hr	\$ 13.19	\$ 19.32	\$ 13.72	\$ 20.09	\$ 14.13	\$ 20.69
	mo	\$2,286.94	\$3,347.96	\$ 2,378.42	\$ 3,481.88	\$2,449.77	\$ 3,586.34
43	hr	\$ 13.52	\$ 19.79	\$ 14.06	\$ 20.58	\$ 14.48	\$ 21.20
	mo	\$2,343.12	\$3,430.20	\$ 2,436.84	\$ 3,567.41	\$2,509.95	\$ 3,674.43
44	hr	\$ 13.85	\$ 20.28	\$ 14.41	\$ 21.09	\$ 14.84	\$ 21.72
	mo	\$2,401.10	\$3,515.08	\$ 2,497.14	\$ 3,655.69	\$2,572.06	\$ 3,765.36
45	hr	\$ 14.20	\$ 20.79	\$ 14.77	\$ 21.62	\$ 15.21	\$ 22.27
	mo	\$2,461.13	\$3,602.96	\$ 2,559.57	\$ 3,747.08	\$2,636.36	\$ 3,859.49
Facility Maintenance Worker 46	hr	\$ 14.55	\$ 21.31	\$ 15.14	\$ 22.16	\$ 15.59	\$ 22.82
	mo	\$2,522.65	\$3,693.03	\$ 2,623.56	\$ 3,840.75	\$2,702.27	\$ 3,955.98
47	hr	\$ 14.92	\$ 21.84	\$ 15.51	\$ 22.71	\$ 15.98	\$ 23.39
	mo	\$2,585.72	\$3,785.36	\$ 2,689.15	\$ 3,936.77	\$2,769.82	\$ 4,054.88
48	hr	\$ 15.29	\$ 22.38	\$ 15.90	\$ 23.28	\$ 16.38	\$ 23.98
	mo	\$2,650.36	\$3,879.99	\$ 2,756.38	\$ 4,035.19	\$2,839.07	\$ 4,156.25
49	hr	\$ 15.67	\$ 22.94	\$ 16.30	\$ 23.86	\$ 16.79	\$ 24.58
	mo	\$2,716.62	\$3,976.99	\$ 2,825.29	\$ 4,136.07	\$2,910.05	\$ 4,260.16
Admin Assistant, Ambulance Billing Clerk Utility Billing Clerk 50	hr	\$ 16.06	\$ 23.52	\$ 16.71	\$ 24.46	\$ 17.21	\$ 25.19
	mo	\$2,784.54	\$4,076.42	\$ 2,895.92	\$ 4,239.47	\$2,982.80	\$ 4,366.66
Victim Assistant Coordinator 51	hr	\$ 16.47	\$ 24.11	\$ 17.12	\$ 25.07	\$ 17.64	\$ 25.82
	mo	\$2,854.15	\$4,178.33	\$ 2,968.32	\$ 4,345.46	\$3,057.37	\$ 4,475.83
Accounting Clerk, Code Compliance Officer 52	hr	\$ 16.88	\$ 24.71	\$ 17.55	\$ 25.70	\$ 18.08	\$ 26.47
	mo	\$2,925.51	\$4,282.79	\$ 3,042.53	\$ 4,454.10	\$3,133.80	\$ 4,587.72
Maintenance Worker I 53	hr	\$ 17.30	\$ 25.33	\$ 17.99	\$ 26.34	\$ 18.53	\$ 27.13
	mo	\$2,998.64	\$4,389.86	\$ 3,118.59	\$ 4,565.45	\$3,212.15	\$ 4,702.41
54	hr	\$ 17.73	\$ 25.96	\$ 18.44	\$ 27.00	\$ 18.99	\$ 27.81
	mo	\$3,073.61	\$4,499.60	\$ 3,196.55	\$ 4,679.59	\$3,292.45	\$ 4,819.97
Parks Maintenance Worker 55	hr	\$ 18.18	\$ 26.61	\$ 18.90	\$ 27.67	\$ 19.47	\$ 28.50
	mo	\$3,150.45	\$4,612.09	\$ 3,276.47	\$ 4,796.58	\$3,374.76	\$ 4,940.47

**APPENDIX B- CITY OF BEATRICE- IBEW SALARY SCHEDULE OCTOBER 1, 2021 THRU SEPTEMBER 30, 2024**

			4.0% Increase EFFECTIVE 10/1/2021		4.0% Increase EFFECTIVE 10/1/2022		3.0% Increase EFFECTIVE 10/1/2023	
			Min	Max	Min	Max	Min	Max
Facility Maint. Mechanic, Landfill Operator,	56	hr	\$ 18.63	\$ 27.27	\$ 19.38	\$ 28.36	\$ 19.96	\$ 29.22
Maint Worker II, Accounting Assistance I		mo	\$ 3,229.21	\$ 4,727.40	\$ 3,358.38	\$ 4,916.49	\$ 3,459.13	\$ 5,063.99
Police Info & Systems Coord.								
	57	hr	\$ 19.10	\$ 27.96	\$ 19.86	\$ 29.07	\$ 20.46	\$ 29.95
		mo	\$ 3,309.94	\$ 4,845.58	\$ 3,442.34	\$ 5,039.40	\$ 3,545.61	\$ 5,190.59
	58	hr	\$ 19.57	\$ 28.65	\$ 20.36	\$ 29.80	\$ 20.97	\$ 30.69
		mo	\$ 3,392.69	\$ 4,966.72	\$ 3,528.40	\$ 5,165.39	\$ 3,634.25	\$ 5,320.35
Maint Worker III, Storekeeper, Util Serviceman,	59	hr	\$ 20.06	\$ 29.37	\$ 20.87	\$ 30.55	\$ 21.49	\$ 31.46
Util Maint Worker I, Wastewater Plant Operator		mo	\$ 3,477.51	\$ 5,090.89	\$ 3,616.61	\$ 5,294.52	\$ 3,725.11	\$ 5,453.36
	60	hr	\$ 20.56	\$ 30.10	\$ 21.39	\$ 31.31	\$ 22.03	\$ 32.25
		mo	\$ 3,564.45	\$ 5,218.16	\$ 3,707.02	\$ 5,426.89	\$ 3,818.23	\$ 5,589.69
Engineering Technician, Landfill Supervisor	61	hr	\$ 21.08	\$ 30.86	\$ 21.92	\$ 32.09	\$ 22.58	\$ 33.05
		mo	\$ 3,653.56	\$ 5,348.61	\$ 3,799.70	\$ 5,562.56	\$ 3,913.69	\$ 5,729.43
Tech & Info Services Librarian, Librarian I	62	hr	\$ 21.61	\$ 31.63	\$ 22.47	\$ 32.89	\$ 23.14	\$ 33.88
Maint Mechanic/Pump Op		mo	\$ 3,744.90	\$ 5,482.33	\$ 3,894.69	\$ 5,701.62	\$ 4,011.53	\$ 5,872.67
	63	hr	\$ 22.15	\$ 32.42	\$ 23.03	\$ 33.72	\$ 23.72	\$ 34.73
		mo	\$ 3,838.52	\$ 5,619.39	\$ 3,992.06	\$ 5,844.16	\$ 4,111.82	\$ 6,019.49
Maint Worker IV,	64	hr	\$ 22.70	\$ 33.23	\$ 23.61	\$ 34.56	\$ 24.32	\$ 35.60
Surveyor/Engineering Tech, Util Maint Worker II		mo	\$ 3,934.48	\$ 5,759.87	\$ 4,091.86	\$ 5,990.27	\$ 4,214.62	\$ 6,169.97
Apprentice Lineman	65	hr	\$ 23.27	\$ 34.06	\$ 24.20	\$ 35.42	\$ 24.92	\$ 36.49
		mo	\$ 4,032.84	\$ 5,903.87	\$ 4,194.16	\$ 6,140.02	\$ 4,319.98	\$ 6,324.22
Water Quality Technician	66	hr	\$ 23.85	\$ 34.91	\$ 24.80	\$ 36.31	\$ 25.55	\$ 37.40
		mo	\$ 4,133.66	\$ 6,051.47	\$ 4,299.01	\$ 6,293.52	\$ 4,427.98	\$ 6,482.33
WPC Chief Plant Operator, Working Foreman	67	hr	\$ 24.44	\$ 35.79	\$ 25.42	\$ 37.22	\$ 26.18	\$ 38.33
Utility MW III		mo	\$ 4,237.01	\$ 6,202.75	\$ 4,406.49	\$ 6,450.86	\$ 4,538.68	\$ 6,644.39
Programmer/Analyst	68	hr	\$ 25.06	\$ 36.68	\$ 26.06	\$ 38.15	\$ 26.84	\$ 39.29
		mo	\$ 4,342.93	\$ 6,357.82	\$ 4,516.65	\$ 6,612.13	\$ 4,652.15	\$ 6,810.50
Electronic Technican	69	hr	\$ 25.68	\$ 37.60	\$ 26.71	\$ 39.10	\$ 27.51	\$ 40.27
		mo	\$ 4,451.50	\$ 6,516.77	\$ 4,629.56	\$ 6,777.44	\$ 4,768.45	\$ 6,980.76
	70	hr	\$ 26.32	\$ 38.54	\$ 27.38	\$ 40.08	\$ 28.20	\$ 41.28
		mo	\$ 4,562.79	\$ 6,679.69	\$ 4,745.30	\$ 6,946.87	\$ 4,887.66	\$ 7,155.28
	71	hr	\$ 26.98	\$ 39.50	\$ 28.06	\$ 41.08	\$ 28.90	\$ 42.31
		mo	\$ 4,676.86	\$ 6,846.68	\$ 4,863.94	\$ 7,120.54	\$ 5,009.85	\$ 7,334.16
	72	hr	\$ 27.66	\$ 40.49	\$ 28.76	\$ 42.11	\$ 29.63	\$ 43.37
		mo	\$ 4,793.78	\$ 7,017.84	\$ 4,985.53	\$ 7,298.56	\$ 5,135.10	\$ 7,517.52
Journeyman Lineman	73	hr	\$ 28.35	\$ 41.50	\$ 29.48	\$ 43.16	\$ 30.37	\$ 44.45
		mo	\$ 4,913.63	\$ 7,193.29	\$ 5,110.17	\$ 7,481.02	\$ 5,263.48	\$ 7,705.45

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**APPENDIX B- CITY OF BEATRICE- IBEW SALARY SCHEDULE OCTOBER 1, 2021 THRU SEPTEMBER 30, 2024**

		4.0% Increase EFFECTIVE 10/1/2021		4.0% Increase EFFECTIVE 10/1/2022		3.0% Increase EFFECTIVE 10/1/2023		
		Min	Max	Min	Max	Min	Max	
<i>Electronic Systems Analyst</i>	74	hr	\$ 29.06	\$ 42.54	\$ 30.22	\$ 44.24	\$ 31.13	\$ 45.57
		mo	\$5,036.47	\$7,373.12	\$ 5,237.93	\$ 7,668.05	\$5,395.06	\$ 7,898.09
	75	hr	\$ 29.78	\$ 43.60	\$ 30.97	\$ 45.34	\$ 31.90	\$ 46.71
		mo	\$5,162.38	\$7,557.45	\$ 5,368.87	\$ 7,859.75	\$5,529.94	\$ 8,095.54
<i>Elect Distribution/Transmission Foreman</i>	76	hr	\$ 30.53	\$ 44.69	\$ 31.75	\$ 46.48	\$ 32.70	\$ 47.87
		mo	\$5,291.44	\$7,746.39	\$ 5,503.10	\$ 8,056.24	\$5,668.19	\$ 8,297.93
	77	hr	\$ 31.29	\$ 45.81	\$ 32.54	\$ 47.64	\$ 33.52	\$ 49.07
		mo	\$5,423.72	\$7,940.05	\$ 5,640.67	\$ 8,257.65	\$5,809.89	\$ 8,505.38
	78	hr	\$ 32.07	\$ 46.95	\$ 33.36	\$ 48.83	\$ 34.36	\$ 50.30
		mo	\$5,559.32	\$8,138.55	\$ 5,781.69	\$ 8,464.09	\$5,955.14	\$ 8,718.01
	79	hr	\$ 32.87	\$ 48.13	\$ 34.19	\$ 50.05	\$ 35.22	\$ 51.55
		mo	\$5,698.30	\$8,342.01	\$ 5,926.23	\$ 8,675.69	\$6,104.02	\$ 8,935.96
	80	hr	\$ 33.70	\$ 49.33	\$ 35.04	\$ 51.30	\$ 36.10	\$ 52.84
		mo	\$5,840.76	\$8,550.56	\$ 6,074.39	\$ 8,892.58	\$6,256.62	\$ 9,159.36
<i>Electrical Engineer</i>	81	hr	\$ 34.54	\$ 50.56	\$ 35.92	\$ 52.59	\$ 37.00	\$ 54.16
		mo	\$5,986.78	\$8,764.33	\$ 6,226.25	\$ 9,114.90	\$6,413.04	\$ 9,388.35
	82	hr	\$ 35.40	\$ 51.83	\$ 36.82	\$ 53.90	\$ 37.92	\$ 55.52
		mo	\$6,136.45	\$8,983.43	\$ 6,381.90	\$ 9,342.77	\$6,573.36	\$ 9,623.05
	83	hr	\$ 36.29	\$ 53.12	\$ 37.74	\$ 55.25	\$ 38.87	\$ 56.91
		mo	\$6,289.86	\$9,208.02	\$ 6,541.45	\$ 9,576.34	\$6,737.70	\$ 9,863.63
	84	hr	\$ 37.19	\$ 54.45	\$ 38.68	\$ 56.63	\$ 39.84	\$ 58.33
		mo	\$6,447.10	\$9,438.22	\$ 6,704.99	\$ 9,815.75	\$6,906.14	\$ 10,110.22
	85	hr	\$ 38.12	\$ 55.81	\$ 39.65	\$ 58.05	\$ 40.84	\$ 59.79
		mo	\$6,608.28	\$9,674.18	\$ 6,872.61	\$ 10,061.14	\$7,078.79	\$ 10,362.98

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**APPENDIX B- CITY OF BEATRICE- IBEW SALARY SCHEDULE OCTOBER 1, 2024 THRU SEPTEMBER 30, 2027**

		2.5% Increase EFFECTIVE 10/1/2024		2.5% Increase EFFECTIVE 10/1/2025		2.0% Increase EFFECTIVE 10/1/2026	
		Min	Max	Min	Max	Min	Max
37	hr	\$ 12.83	\$ 18.78	\$ 13.15	\$ 19.25	\$ 13.41	\$ 19.63
	mo	\$2,222.67	\$ 3,253.87	\$ 2,278.23	\$ 3,335.21	\$2,323.80	\$ 3,401.92
38	hr	\$ 13.14	\$ 19.23	\$ 13.47	\$ 19.71	\$ 13.74	\$ 20.11
	mo	\$2,277.13	\$ 3,333.60	\$ 2,334.06	\$ 3,416.94	\$2,380.74	\$ 3,485.28
39	hr	\$ 13.46	\$ 19.71	\$ 13.80	\$ 20.20	\$ 14.08	\$ 20.61
	mo	\$2,333.68	\$ 3,416.38	\$ 2,392.02	\$ 3,501.79	\$2,439.86	\$ 3,571.82
40	hr	\$ 13.80	\$ 20.21	\$ 14.15	\$ 20.71	\$ 14.43	\$ 21.13
	mo	\$2,392.79	\$ 3,502.92	\$ 2,452.61	\$ 3,590.49	\$2,501.66	\$ 3,662.30
41	hr	\$ 14.15	\$ 20.71	\$ 14.50	\$ 21.23	\$ 14.79	\$ 21.65
	mo	\$2,451.90	\$ 3,589.46	\$ 2,513.20	\$ 3,679.19	\$2,563.46	\$ 3,752.78
42	hr	\$ 14.49	\$ 21.21	\$ 14.85	\$ 21.74	\$ 15.15	\$ 22.17
	mo	\$2,511.02	\$ 3,675.99	\$ 2,573.79	\$ 3,767.89	\$2,625.27	\$ 3,843.25
43	hr	\$ 14.84	\$ 21.73	\$ 15.21	\$ 22.27	\$ 15.52	\$ 22.72
	mo	\$2,572.70	\$ 3,766.30	\$ 2,637.02	\$ 3,860.45	\$2,689.76	\$ 3,937.66
44	hr	\$ 15.21	\$ 22.27	\$ 15.59	\$ 22.82	\$ 15.90	\$ 23.28
	mo	\$2,636.36	\$ 3,859.49	\$ 2,702.27	\$ 3,955.98	\$2,756.31	\$ 4,035.10
45	hr	\$ 15.59	\$ 22.82	\$ 15.98	\$ 23.39	\$ 16.30	\$ 23.86
	mo	\$2,702.27	\$ 3,955.98	\$ 2,769.82	\$ 4,054.88	\$2,825.22	\$ 4,135.97
Facility Maintenance Worker 46	hr	\$ 15.98	\$ 23.39	\$ 16.38	\$ 23.98	\$ 16.71	\$ 24.46
	mo	\$2,769.82	\$ 4,054.88	\$ 2,839.07	\$ 4,156.25	\$2,895.85	\$ 4,239.37
47	hr	\$ 16.38	\$ 23.98	\$ 16.79	\$ 24.58	\$ 17.12	\$ 25.07
	mo	\$2,839.07	\$ 4,156.25	\$ 2,910.05	\$ 4,260.16	\$2,968.25	\$ 4,345.36
48	hr	\$ 16.79	\$ 24.58	\$ 17.21	\$ 25.19	\$ 17.55	\$ 25.70
	mo	\$2,910.05	\$ 4,260.16	\$ 2,982.80	\$ 4,366.66	\$3,042.45	\$ 4,453.99
49	hr	\$ 17.21	\$ 25.19	\$ 17.64	\$ 25.82	\$ 17.99	\$ 26.34
	mo	\$2,982.80	\$ 4,366.66	\$ 3,057.37	\$ 4,475.83	\$3,118.52	\$ 4,565.34
Admin Assistant, Ambulance Billing Clerk Utility Billing Clerk 40	hr	\$ 17.64	\$ 25.82	\$ 18.08	\$ 26.47	\$ 18.44	\$ 27.00
	mo	\$3,057.37	\$ 4,475.83	\$ 3,133.80	\$ 4,587.72	\$3,196.48	\$ 4,679.48
Victim Assistant Coordinator 41	hr	\$ 18.08	\$ 26.47	\$ 18.53	\$ 27.13	\$ 18.90	\$ 27.67
	mo	\$3,133.80	\$ 4,587.72	\$ 3,212.15	\$ 4,702.41	\$3,276.39	\$ 4,796.46
Accounting Clerk, Code Compliance Officer 42	hr	\$ 18.53	\$ 27.13	\$ 18.99	\$ 27.81	\$ 19.37	\$ 28.36
	mo	\$3,212.15	\$ 4,702.41	\$ 3,292.45	\$ 4,819.97	\$3,358.30	\$ 4,916.37
Maintenance Worker I 43	hr	\$ 18.99	\$ 27.81	\$ 19.47	\$ 28.50	\$ 19.86	\$ 29.07
	mo	\$3,292.45	\$ 4,819.97	\$ 3,374.76	\$ 4,940.47	\$3,442.26	\$ 5,039.28
44	hr	\$ 19.47	\$ 28.50	\$ 19.96	\$ 29.22	\$ 20.36	\$ 29.80
	mo	\$3,374.76	\$ 4,940.47	\$ 3,459.13	\$ 5,063.99	\$3,528.31	\$ 5,165.27
Parks Maintenance Worker 45	hr	\$ 19.96	\$ 29.22	\$ 20.46	\$ 29.95	\$ 20.86	\$ 30.54
	mo	\$3,459.13	\$ 5,063.99	\$ 3,545.61	\$ 5,190.59	\$3,616.52	\$ 5,294.40

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**APPENDIX B- CITY OF BEATRICE- IBEW SALARY SCHEDULE OCTOBER 1, 2024 THRU SEPTEMBER 30, 2027**

			2.5% Increase EFFECTIVE 10/1/2024		2.5% Increase EFFECTIVE 10/1/2025		2.0% Increase EFFECTIVE 10/1/2026	
			Min	Max	Min	Max	Min	Max
Facility Maint. Mechanic, Landfill Operator,	56	hr	\$ 20.46	\$ 29.95	\$ 20.97	\$ 30.69	\$ 21.39	\$ 31.31
Maint Worker II, Accounting Assistant I		mo	\$3,545.61	\$ 5,190.59	\$ 3,634.25	\$ 5,320.35	\$3,706.93	\$ 5,426.76
Police Info & Systems Coord.								
	57	hr	\$ 20.97	\$ 30.69	\$ 21.49	\$ 31.46	\$ 21.92	\$ 32.09
		mo	\$3,634.25	\$ 5,320.35	\$ 3,725.11	\$ 5,453.36	\$3,799.61	\$ 5,562.43
	58	hr	\$ 21.49	\$ 31.46	\$ 22.03	\$ 32.25	\$ 22.47	\$ 32.89
		mo	\$3,725.11	\$ 5,453.36	\$ 3,818.23	\$ 5,589.69	\$3,894.60	\$ 5,701.49
Maint Worker III, Storekeeper, Util Serviceman,	59	hr	\$ 22.03	\$ 32.25	\$ 22.58	\$ 33.05	\$ 23.03	\$ 33.72
Util Maint Worker I, Wastewater Plant Operator		mo	\$3,818.23	\$ 5,589.69	\$ 3,913.69	\$ 5,729.43	\$3,991.96	\$ 5,844.02
	60	hr	\$ 22.58	\$ 33.05	\$ 23.14	\$ 33.88	\$ 23.61	\$ 34.56
		mo	\$3,913.69	\$ 5,729.43	\$ 4,011.53	\$ 5,872.67	\$4,091.76	\$ 5,990.12
Engineering Technician, Landfill Supervisor	61	hr	\$ 23.14	\$ 33.88	\$ 23.72	\$ 34.73	\$ 24.20	\$ 35.42
		mo	\$4,011.53	\$ 5,872.67	\$ 4,111.82	\$ 6,019.49	\$4,194.06	\$ 6,139.88
Tech & Info Services Librarian, Librarian I	62	hr	\$ 23.72	\$ 34.73	\$ 24.32	\$ 35.60	\$ 24.80	\$ 36.31
Maint Mechanic/Pump Op		mo	\$4,111.82	\$ 6,019.49	\$ 4,214.62	\$ 6,169.97	\$4,298.91	\$ 6,293.37
	63	hr	\$ 24.32	\$ 35.60	\$ 24.92	\$ 36.49	\$ 25.42	\$ 37.22
		mo	\$4,214.62	\$ 6,169.97	\$ 4,319.98	\$ 6,324.22	\$4,406.38	\$ 6,450.71
Maint Worker IV,	64	hr	\$ 24.92	\$ 36.49	\$ 25.55	\$ 37.40	\$ 26.06	\$ 38.15
Surveyor/Engineering Tech, Util Maint Worker II		mo	\$4,319.98	\$ 6,324.22	\$ 4,427.98	\$ 6,482.33	\$4,516.54	\$ 6,611.98
Apprentice Lineman	65	hr	\$ 25.55	\$ 37.40	\$ 26.18	\$ 38.33	\$ 26.71	\$ 39.10
		mo	\$4,427.98	\$ 6,482.33	\$ 4,538.68	\$ 6,644.39	\$4,629.45	\$ 6,777.28
Water Quality Technician	66	hr	\$ 26.18	\$ 38.33	\$ 26.84	\$ 39.29	\$ 27.38	\$ 40.08
		mo	\$4,538.68	\$ 6,644.39	\$ 4,652.15	\$ 6,810.50	\$4,745.19	\$ 6,946.71
WPC Chief Plant Operator, Working Foreman	67	hr	\$ 26.84	\$ 39.29	\$ 27.51	\$ 40.27	\$ 28.06	\$ 41.08
Utility MW III		mo	\$4,652.15	\$ 6,810.50	\$ 4,768.45	\$ 6,980.76	\$4,863.82	\$ 7,120.38
Programmer/Analyst	68	hr	\$ 27.51	\$ 40.27	\$ 28.20	\$ 41.28	\$ 28.76	\$ 42.11
		mo	\$4,768.45	\$ 6,980.76	\$ 4,887.66	\$ 7,155.28	\$4,985.41	\$ 7,298.38
Electronic Technican	69	hr	\$ 28.20	\$ 41.28	\$ 28.90	\$ 42.31	\$ 29.48	\$ 43.16
		mo	\$4,887.66	\$ 7,155.28	\$ 5,009.85	\$ 7,334.16	\$5,110.05	\$ 7,480.84
	70	hr	\$ 28.90	\$ 42.31	\$ 29.63	\$ 43.37	\$ 30.22	\$ 44.24
		mo	\$5,009.85	\$ 7,334.16	\$ 5,135.10	\$ 7,517.52	\$5,237.80	\$ 7,667.87
	71	hr	\$ 29.63	\$ 43.37	\$ 30.37	\$ 44.45	\$ 30.97	\$ 45.34
		mo	\$5,135.10	\$ 7,517.52	\$ 5,263.48	\$ 7,705.45	\$5,368.75	\$ 7,859.56
	72	hr	\$ 30.37	\$ 44.45	\$ 31.13	\$ 45.57	\$ 31.75	\$ 46.48
		mo	\$5,263.48	\$ 7,705.45	\$ 5,395.06	\$ 7,898.09	\$5,502.97	\$ 8,056.05
Journeyman Lineman	73	hr	\$ 31.13	\$ 45.57	\$ 31.90	\$ 46.71	\$ 32.54	\$ 47.64
		mo	\$5,395.06	\$ 7,898.09	\$ 5,529.94	\$ 8,095.54	\$5,640.54	\$ 8,257.45

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**APPENDIX B- CITY OF BEATRICE- IBEW SALARY SCHEDULE OCTOBER 1, 2024 THRU SEPTEMBER 30, 2027**

				2.5% Increase EFFECTIVE 10/1/2024		2.5% Increase EFFECTIVE 10/1/2025		2.0% Increase EFFECTIVE 10/1/2026	
				Min	Max	Min	Max	Min	Max
<i>Electronic Systems Analyst</i>	74	hr	\$ 31.90	\$ 46.71	\$ 32.70	\$ 47.87	\$ 33.36	\$ 48.83	
		mo	\$ 5,529.94	\$ 8,095.54	\$ 5,668.19	\$ 8,297.93	\$ 5,781.55	\$ 8,463.89	
	75	hr	\$ 32.70	\$ 47.87	\$ 33.52	\$ 49.07	\$ 34.19	\$ 50.05	
		mo	\$ 5,668.19	\$ 8,297.93	\$ 5,809.89	\$ 8,505.38	\$ 5,926.09	\$ 8,675.49	
<i>Elect Distribution/Transmission Foreman</i>	76	hr	\$ 33.52	\$ 49.07	\$ 34.36	\$ 50.30	\$ 35.04	\$ 51.30	
		mo	\$ 5,809.89	\$ 8,505.38	\$ 5,955.14	\$ 8,718.01	\$ 6,074.24	\$ 8,892.37	
	77	hr	\$ 34.36	\$ 50.30	\$ 35.22	\$ 51.55	\$ 35.92	\$ 52.58	
		mo	\$ 5,955.14	\$ 8,718.01	\$ 6,104.02	\$ 8,935.96	\$ 6,226.10	\$ 9,114.68	
	78	hr	\$ 35.22	\$ 51.55	\$ 36.10	\$ 52.84	\$ 36.82	\$ 53.90	
		mo	\$ 6,104.02	\$ 8,935.96	\$ 6,256.62	\$ 9,159.36	\$ 6,381.75	\$ 9,342.55	
	79	hr	\$ 36.10	\$ 52.84	\$ 37.00	\$ 54.16	\$ 37.74	\$ 55.25	
		mo	\$ 6,256.62	\$ 9,159.36	\$ 6,413.04	\$ 9,388.35	\$ 6,541.30	\$ 9,576.11	
	80	hr	\$ 37.00	\$ 54.16	\$ 37.92	\$ 55.52	\$ 38.68	\$ 56.63	
		mo	\$ 6,413.04	\$ 9,388.35	\$ 6,573.36	\$ 9,623.05	\$ 6,704.83	\$ 9,815.52	
<i>Electrical Engineer</i>	81	hr	\$ 37.92	\$ 55.52	\$ 38.87	\$ 56.91	\$ 39.65	\$ 58.04	
		mo	\$ 6,573.36	\$ 9,623.05	\$ 6,737.70	\$ 9,863.63	\$ 6,872.45	\$ 10,060.90	
	82	hr	\$ 38.87	\$ 56.91	\$ 39.84	\$ 58.33	\$ 40.64	\$ 59.49	
		mo	\$ 6,737.70	\$ 9,863.63	\$ 6,906.14	\$ 10,110.22	\$ 7,044.26	\$ 10,312.43	
	83	hr	\$ 39.84	\$ 58.33	\$ 40.84	\$ 59.79	\$ 41.66	\$ 60.98	
		mo	\$ 6,906.14	\$ 10,110.22	\$ 7,078.79	\$ 10,362.98	\$ 7,220.37	\$ 10,570.24	
	84	hr	\$ 40.84	\$ 59.79	\$ 41.86	\$ 61.28	\$ 42.70	\$ 62.51	
		mo	\$ 7,078.79	\$ 10,362.98	\$ 7,255.76	\$ 10,622.05	\$ 7,400.88	\$ 10,834.49	
	85	hr	\$ 41.86	\$ 61.28	\$ 42.91	\$ 62.81	\$ 43.76	\$ 64.07	
		mo	\$ 7,255.76	\$ 10,622.05	\$ 7,437.16	\$ 10,887.60	\$ 7,585.90	\$ 11,105.36	

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## APPENDIX C - HEALTH INSURANCE BENEFIT SUMMARY

Summary of Covered Benefits	Plan A		Plan B		Plan C - HDHP	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
<b>Annual Deductible</b>	Calendar Year		Calendar Year		Calendar Year	
Plan Year or Calendar Year						
Individual	\$500	\$500	\$1,000	\$1,000	\$1,500	\$1,500
Family	\$1,000	\$1,000	\$2,000	\$2,000	\$3,000	\$3,000
<b>Out-of-pocket Maximum</b>	Includes Deductible, Medical & Rx copays and coinsurance		Includes Deductible, Medical & Rx copays and coinsurance		Includes Deductible, Medical & Rx coinsurance	
Individual	\$1,500	\$1,500	\$2,500	\$2,500	\$3,100	\$3,100
Family	\$3,000	\$3,000	\$5,000	\$5,000	\$6,200	\$6,200
<b>Physician Services</b>						
PCP / Specialist	20% after ded. 20% after ded. 24 visit max per year	30% after ded. 30% after ded. 24 visit max per year	20% after ded. 20% after ded. 24 visit max per year	30% after ded. 30% after ded. 24 visit max per year	20% after ded. 20% after ded. 24 visit max per year	30% after ded. 30% after ded. 24 visit max per year
Chiro						
<b>Preventive Care</b>						
Adult	Covered 100%	30% after ded.	Covered 100%	30% after ded.	Covered 100%	30% after ded.
Child	Covered 100%	30% after ded.	Covered 100%	30% after ded.	Covered 100%	30% after ded.
<b>Urgent Care</b>	20% after ded.	30% after ded.	20% after ded.	30% after ded.	20% after ded.	30% after ded.
<b>Hospital Services</b>						
Inpatient	20% after ded.	30% after ded.	20% after ded.	30% after ded.	20% after ded.	30% after ded.
Outpatient/Ambulatory Surgery	20% after ded.	30% after ded.	20% after ded.	30% after ded.	20% after ded.	30% after ded.
Emergency Room	20% after ded.	30% after ded.	20% after ded.	30% after ded.	20% after ded.	30% after ded.
<b>Lab/X-Ray</b>						
Diagnostic Lab / X-ray	20% after ded.	30% after ded.	20% after ded.	30% after ded.	20% after ded.	30% after ded.
High Tech Services (MRI, CT scans, etc.)	20% after ded.	30% after ded.	20% after ded.	30% after ded.	20% after ded.	30% after ded.
<b>Prescriptions (30 days)</b>	<b>RX PLAN A</b>		<b>RX PLAN A</b>			
Tier 1	20% (minimum \$5 copay)	Same as In-network	20% (minimum \$5 copay)	Same as In-network		
Tier 2	20% (minimum \$35 copay)		20% (minimum \$35 copay)			
Tier 3	20% (minimum \$35 copay)		20% (minimum \$35 copay)			
Tier 4	Injectables only 20% (minimum \$70 copay)		Injectables only 20% (minimum \$70 copay)			
Mail Order (90 days)	20% + T1-\$15 min., T2-\$70 min., T3-\$70 min. T4-\$210 min.	Same as In-network	20% + T1-\$15 min., T2-\$70 min., T3-\$70 min. T4-\$210 min.	Same as In-network		
<b>Prescriptions (30 days)</b>	<b>RX PLAN B</b>		<b>RX PLAN B</b>		<b>RX PLAN B</b>	
Tier 1	20% after ded.	Same as In-network	20% after ded.	Same as In-network	20% after ded.	Same as In-network
Tier 2	20% after ded.		20% after ded.		20% after ded.	
Tier 3	20% after ded.		20% after ded.		20% after ded.	
Tier 4	Injectables only 30% after ded.		Injectables only 30% after ded.		N/A	
Mail Order (90 days)	20% after ded.	20% after ded.	20% after ded.	20% after ded.	20% after ded.	Same as In-network
	No Accident Benefit No Deductible Rollover Member is responsible for copay plus cost difference if a generic is available Step Therapy Mandatory Speciality Rx		No Accident Benefit No deductible rollover Member is responsible for copay plus cost difference if a generic is available Step Therapy Mandatory Speciality Rx		Step Therapy Mandatory Speciality Rx	

### Employee Cost

Plan A	
Employee	\$50/month
Employee & Spouse	\$105/month
Employee & Children	\$98/month
Family	\$160/month

Plan B	
Employee	no charge
Family	no charge

Plan C	
Employee	no charge
Family	no charge

Employer HSA Contribution for Plan C: \$500/Single \$1,000/Family
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5-4-22