

Agreement Between

City of Green Bay

And

City of Green Bay  
Parks and Forestry Labor  
Association

2019

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And  
City of Green Bay Parks and Forestry Labor Association  
2019

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

ARTICLE 1  
RECOGNITION

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

ARTICLE 2  
TERM OF AGREEMENT

This Agreement will become effective as of January 1, 2019 and remain in full force and effect to and including December 31, 2019.

ARTICLE 3  
WAGES AND RATES

Attached hereto and marked Appendix A is the City Pay Plan schedule showing the classifications and the wage rates of the employees covered by this Agreement including a schedule that includes a 2% increase effective with the first day of the pay period in which October 1, 2019 occurs. It is mutually agreed that said City Pay Plan Schedule and the contents hereof will constitute part of this Agreement.

**IN WITNESS WHEREOF**, the parties hereto have executed this Agreement approved by the Parks and Forestry Labor Association and approved by the City Council on January 15, 2019.

City of Green Bay

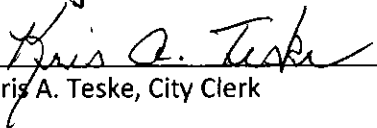
Parks and Forestry Labor Association

  
\_\_\_\_\_  
James J. Schmitt, Mayor

\_\_\_\_\_  
Michael Wilson, President

  
\_\_\_\_\_  
Joseph W. Faulds, Human Resources Director

\_\_\_\_\_  
Frank Theys, Secretary

  
\_\_\_\_\_  
Kris A. Teske, City Clerk

\_\_\_\_\_  
Thomas J. Parins, Jr., Attorney

## APPENDIX A

### CITY OF GREEN BAY PARKS AND FORESTRY LABOR ASSOCIATION

#### CITY PAY PLAN

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

<b>CLASSIFICATIONS IN ACCORDANCE WITH CITY PAY PLAN</b> <b>January 1, 2019</b>	
Pay Grade I ✦ Master Plumber ✦ Mechanic Foreperson	Pay Grade H ✦ Mechanic ✦ Sr. Carpenter
Pay Grade G ✦ Carpenter ✦ Forestry Worker II ✦ HVAC Specialist ✦ Painter ✦ Park Maintenance Foreperson ✦ Parts Clerk	Pay Grade F ✦ Forestry Worker I ✦ Park Maintenance Worker

<b>WAGES IN ACCORDANCE WITH CITY PAY PLAN</b> <b>January 1, 2019</b>										
Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Performance Range		
I	\$25.86	\$26.61	\$27.38	\$28.13	\$28.90	\$29.65	\$30.42	\$30.43	-	\$34.98
H	\$23.77	\$24.46	\$25.16	\$25.86	\$26.56	\$27.25	\$27.96	\$27.97	-	\$32.15
G	\$21.66	\$22.31	\$22.94	\$23.58	\$24.21	\$24.86	\$25.49	\$25.50	-	\$29.31
F	\$19.57	\$20.16	\$20.73	\$21.31	\$21.88	\$22.46	\$23.03	\$23.04	-	\$26.49

**CLASSIFICATIONS IN ACCORDANCE WITH CITY PAY PLAN  
October 1, 2019**

<b>Pay Grade I</b> ✦ Master Plumber ✦ Mechanic Foreperson	<b>Pay Grade H</b> ✦ Mechanic ✦ Sr. Carpenter
<b>Pay Grade G</b> ✦ Carpenter ✦ Forestry Worker II ✦ HVAC Specialist ✦ Painter ✦ Park Maintenance Foreperson ✦ Parts Clerk	<b>Pay Grade F</b> ✦ Forestry Worker I ✦ Park Maintenance Worker

**WAGES IN ACCORDANCE WITH CITY PAY PLAN  
October 1, 2019**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Performance Range
I	\$26.38	\$27.14	\$27.93	\$28.69	\$29.48	\$30.24	\$31.03	\$31.04 - \$35.68
H	\$24.25	\$24.95	\$25.66	\$26.38	\$27.09	\$27.80	\$28.52	\$28.53 - \$32.79
G	\$22.09	\$22.76	\$23.40	\$24.05	\$24.69	\$25.36	\$26.00	\$26.01 - \$29.90
F	\$19.96	\$20.56	\$21.14	\$21.74	\$22.32	\$22.91	\$23.49	\$23.50 - \$27.02

**The Following Guidelines Are For Informational Purposes  
And Not Subject To Bargaining**

- **STEP PROGRESSION:** Employees are eligible for an annual step increase, unless otherwise agreed to by the Department Head and Human Resources Director, until they reach Step 7 of the appropriate pay grade, provided the employee's overall performance is rated at meets expectations or higher. Requests for a step increase must be accompanied by a written performance review and recommendation by Department Head or designee.
- Employees hired at Step 1 will be eligible for a step increase after 6-months of employment and thereafter will be eligible for annual increases. Employees hired at Step 2 or higher will be eligible for a step increase after 12-months of employment. All requests for a step increase must be accompanied by a written performance review and recommendation by Department Head or designee.
- **PERFORMANCE INCREASES:** Once an employee reaches Step 7 of the appropriate pay grade, the employee is eligible for a 1% annual increase to the maximum of the range based on the following criteria.
  - a. Performance rated overall as 'Meets Expectations'.
  - b. Other arrangements between Employee, Department Head and Human Resources Director.

Requests for a performance range increase must be accompanied by a written performance review and recommendation by Department Head or designee.

- The Forestry Leadworker will receive \$1.00 per hour above the regular classified rate for each hour worked. Supervisors may assign Leadworker duties in situations in which such additional supervision or direction is warranted.
- Plumber license to be reimbursed at \$300 every 2-years effective in the first pay period in February.
- Maintenance Specialist or Park Maintenance Workers who perform mechanic duties between 2:30 PM and 10:30 PM will receive an additional \$0.50 per hour for those hours.