

**ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF BOZEMAN AND TEAMSTERS LOCAL UNION NO. 2**

This Agreement is made and entered into this 18<sup>th</sup> day of May, 2021, by and between the City of Bozeman, Bozeman, Montana, hereinafter called the "City"; and The Teamsters Local Union No. 2, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Bozeman, Montana, hereinafter called the "Union". It is agreed as follows:

- A. This Addendum replaces Article 6 of the existing agreement in its entirety and shall be in force from its date of signing until June 30, 2023.
- B. Hourly wages for all employees under this Addendum shall be paid as follows:
  - a. As of 1/1/20 pay will be paid for 173.33 base hours every month.
  - b. The Matrix for All Jobs will be implemented for hours worked beginning on June 1, 2021.
  - c. In order to implement this Addendum, members are assigned a Job Level according to the Job Level Assignment table, attached as Exhibit A.
  - d. After June 1, 2021, all wage changes will occur on July 1<sup>st</sup> of each year. At that time, every member shall move to the Hourly Wage for their job level, as stated in the Matrix for All Jobs.
  - e. Members assigned to L5 and L10 shall be limited to those identified at the signing of this addendum, and no new members will be assigned to these levels of the Matrix.
  - f. Members in L5 and L6 who do not receive a wage increase on June 1, 2021 or July 1, 2022 as a result of this matrix will receive an annual one time stipend of \$1,040. If a member receives an increase in wages, they will not receive a stipend.

| LEVEL      | MATRIX for ALL JOBS   | FY22        | FY23        |
|------------|---|-------------|-------------|
|            |   | Hourly Wage | Hourly Wage |
| <b>L1</b>  | Facilities Custodian  | \$ 18.13    | \$ 19.04    |
| <b>L2</b>  | Park & Cem Service Worker - Hired 7/1/12 & after,<br>Waste Oil Disposal Worker                              | \$ 20.35    | \$ 21.37    |
| <b>L3</b>  | Forstry Service Worker, Hired 7/1/12 & after  | \$ 21.37    | \$ 22.44    |
| <b>L4</b>  | Facility Service Worker   | \$ 23.03    | \$ 24.18    |
| <b>L5</b>  | Park & Cem Service Worker, Hired Before 7/1/12 &<br>Forestry Service Worker, Hired Before 7/1/12            | \$ 23.75    | \$ 23.75    |
| <b>L6</b>  | Streets Operator, Solid Waste Operator  | \$ 23.87    | \$ 25.06    |
| <b>L7</b>  | Water/Sewer/Stormwater Operator I, WRF<br>Operator I, WRF Maintenance Operator I, WTP<br>Operator I         | \$ 24.38    | \$ 25.60    |
| <b>L8</b>  | Mechanic I, Sign & Signal Operator I  | \$ 25.60    | \$ 26.37    |
| <b>L9</b>  | Water/Sewer/Stormwater Operator II, WRF<br>Operator Lab II, WRF Maintenance Operator II,<br>WTP Operator II | \$ 27.78    | \$ 29.17    |
| <b>L10</b> | Water/Sewer/Stormwater Operator II, WRF<br>Operator Lab II, WRF Maintenance Operator II,<br>WTP Operator II | \$ 28.07    | \$ 29.47    |
| <b>L11</b> | Mechanic II, Sign & Signal Operator II  | \$ 29.17    | \$ 30.05    |

| <b>LONGEVITY Month<br/>Beginning full Year</b> |    | <b>Per Hour</b> | <b>Per Month</b> | <b>Per Year</b> |
|--|----|-----------------|------------------|-----------------|
| 1  | \$ | 0.05            | \$ 8.67          | \$ 104.00       |
| 2  | \$ | 0.10            | \$ 17.33         | \$ 208.00       |
| 3  | \$ | 0.15            | \$ 26.00         | \$ 312.00       |
| 4  | \$ | 0.20            | \$ 34.67         | \$ 416.00       |
| 5  | \$ | 0.25            | \$ 43.33         | \$ 520.00       |
| 6  | \$ | 0.30            | \$ 52.00         | \$ 624.00       |
| 7  | \$ | 0.35            | \$ 60.67         | \$ 728.00       |
| 8  | \$ | 0.40            | \$ 69.33         | \$ 832.00       |
| 9  | \$ | 0.45            | \$ 78.00         | \$ 936.00       |
| 10   | \$ | 0.50            | \$ 86.67         | \$ 1,040.00     |
| 11   | \$ | 0.55            | \$ 95.33         | \$ 1,144.00     |
| 12   | \$ | 0.60            | \$ 104.00        | \$ 1,248.00     |
| 13   | \$ | 0.65            | \$ 112.67        | \$ 1,352.00     |
| 14   | \$ | 0.70            | \$ 121.33        | \$ 1,456.00     |
| 15   | \$ | 0.75            | \$ 130.00        | \$ 1,560.00     |
| 16   | \$ | 0.80            | \$ 138.67        | \$ 1,664.00     |
| 17   | \$ | 0.85            | \$ 147.33        | \$ 1,768.00     |
| 18   | \$ | 0.90            | \$ 156.00        | \$ 1,872.00     |
| 19   | \$ | 0.95            | \$ 164.67        | \$ 1,976.00     |
| 20   | \$ | 1.00            | \$ 173.33        | \$ 2,080.00     |
| 21   | \$ | 1.05            | \$ 182.00        | \$ 2,184.00     |
| 22   | \$ | 1.10            | \$ 190.67        | \$ 2,288.00     |
| 23   | \$ | 1.15            | \$ 199.33        | \$ 2,392.00     |
| 24   | \$ | 1.20            | \$ 208.00        | \$ 2,496.00     |
| 25+  | \$ | 1.25            | \$ 216.67        | \$ 2,600.00     |

1. The above rates include full clothing allowance paid by the city.
2. Protection of Wages: No current employee of the City, covered by this Agreement, shall suffer a reduction of wages due to the implementation of this Article.

No employee of the City, covered by this Agreement shall suffer a reduction of wages when:

- A. transferring from one division to another division in the event of a Sub Division and/or Division being removed from a Division by the City or in case of a layoff, or
- B. Temporarily transferring from one division or job level to another.

However, when an employee, voluntarily, permanently transfers divisions, he/she shall be paid at the appropriate pay rate and his/her appropriate longevity step, at the hourly rate in the Matrix for All Jobs. An employee who transfers from one division to another will not retain seniority with regard to call outs, scheduled overtime, and reduction of work force.

3. The City will notify the Union of all terminated and newly hired personnel.
- C. Foreperson and Lead Worker: Foreperson and Lead Worker functions, as well as conditions to designation as Lead Worker and Foreperson, are contained in Addendum "A" to this Agreement, which is attached hereto and by this reference made a part hereof and shall be paid in addition to their regular wages;  
Foreman = additional \$3.00 per hour  
Leadworker = additional \$1.00 per hour
  - D. Stand-by Pay. "Stand-by Pay" will be 2 hours in every twelve hour period or major portion thereof for personnel assigned as per division roster-bids. This includes those personnel assigned by their supervisor to monitor a Stand-by Pay is paid at time-and-a-half and is established to ensure that personnel are available and able to work in emergency situations. All employees called out for an emergency situation will receive the first two hours at double pay. If another callout occurs within the 24-hour standby period, only those employees on standby will receive double pay for the first two hours of subsequent call outs within that period of time.
  - E. Scheduled Overtime Call Off Pay. Where employees are scheduled to work overtime on a weekend or holiday and are called off work with less than 2 hours' notice from the scheduled start time, these employees will be paid 2 hours "Call Off Pay", at time-and-a-half their normal rate of pay.

In Witness Whereof, the City and the Union have caused this Addendum to the Collective Bargaining Agreement to be executed in their names by their duly authorized representatives at Bozeman, Montana, this 18<sup>th</sup> day of May 2021

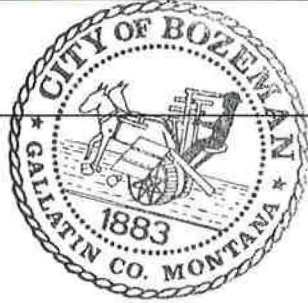
FOR: THE CITY OF BOZEMAN

TEAMSTERS LOCAL UNION #2

Jeff Mikiluk  
City Manager

Jan Wilk  
Teamsters No. 2 Business Agent

Mike Maas  
City Clerk



\*\*\* insert Exhibit A – Job Level Assignments

EXHIBIT A - JOB LEVEL ASSIGNMENTS EFFECTIVE JUNE 1, 2021

| Last Name   | First Name  | Position Title                    | NEW Matrix For All Jobs Assignment | Matrix Level  | Recommended Compensation - To begin June 1 2021 |
|-------------|-------------|-----------------------------------|------------------------------------|---|---|
| SILVERSMITH | PATRICIA    | FACILITIES CUSTODIAN              | L1                                 | Facilities Custodian  | \$ 18.13  |
| DOSS        | LISA        | CITY SERVICE WORKER-L&F           | L2                                 | Park & Cem Service Worker - Hired 7/1/12 & after, Waste Oil Disposal Worker                           | \$ 20.35  |
| GATES       | BRENNA      | CITY SERVICE WORKER-PARKS         | L2                                 | Park & Cem Service Worker - Hired 7/1/12 & after, Waste Oil Disposal Worker                           | \$ 20.35  |
| HOFMAN      | SHARON      | WASTE OIL DISPOSAL                | L2                                 | Park & Cem Service Worker - Hired 7/1/12 & after, Waste Oil Disposal Worker                           | \$ 20.35  |
| HOUGH       | JEFFREY     | CITY SERVICE WORKER-PARKS         | L2                                 | Park & Cem Service Worker - Hired 7/1/12 & after, Waste Oil Disposal Worker                           | \$ 20.35  |
| LAMB        | TODD        | FOREPERSON-PARKS                  | L2                                 | Park & Cem Service Worker - Hired 7/1/12 & after, Waste Oil Disposal Worker                           | \$ 20.35  |
| MCCORMICK   | BRIAN       | CITY SERVICE WORKER-PARKS         | L2                                 | Park & Cem Service Worker - Hired 7/1/12 & after, Waste Oil Disposal Worker                           | \$ 20.35  |
| PRESSLER    | SKYE        | CITY SERVICE WORKER-PARKS         | L2                                 | Park & Cem Service Worker - Hired 7/1/12 & after, Waste Oil Disposal Worker                           | \$ 20.35  |
| SILVA       | JESSE       | CITY SERVICE WORKER-PARKS         | L2                                 | Park & Cem Service Worker - Hired 7/1/12 & after, Waste Oil Disposal Worker                           | \$ 20.35  |
| TEWELL      | ADAM        | FOREPERSON-PARKS                  | L2                                 | Park & Cem Service Worker - Hired 7/1/12 & after, Waste Oil Disposal Worker                           | \$ 20.35  |
| KRAUSS      | WILLIAM     | CITY SERVICE WORKER-FORESTRY      | L3                                 | Forstry Service Worker, Hired 7/1/12 & after  | \$ 21.37  |
| RICHARDSON  | TIMOTHY     | CITY SERVICE WORKER-L&F           | L4                                 | Facility Service Worker   | \$ 23.03  |
| TOLHURST    | AARON       | CITY SERVICE WORKER-L&F           | L4                                 | Facility Service Worker   | \$ 23.03  |
| BOLEN       | DONALD      | CITY SERVICE WORKER-CEMETERY      | L5                                 | Park & Cem Service Worker, Hired Before 7/1/12 & Forestry Service Worker, Hired Before 7/1/12         | \$ 23.75  |
| BREAULT     | JOE         | CITY SERVICE WORKER-PARKS         | L5                                 | Park & Cem Service Worker, Hired Before 7/1/12 & Forestry Service Worker, Hired Before 7/1/12         | \$ 23.75  |
| FINK        | RICK        | CITY SERVICE WORKER-CEMETERY      | L5                                 | Park & Cem Service Worker, Hired Before 7/1/12 & Forestry Service Worker, Hired Before 7/1/12         | \$ 23.75  |
| GALLI       | VINCENT     | FOREPERSON-FORESTRY               | L5                                 | Park & Cem Service Worker, Hired Before 7/1/12 & Forestry Service Worker, Hired Before 7/1/12         | \$ 23.75  |
| HANSEN      | AMY         | CITY SERVICE WORKER-FORESTRY      | L5                                 | Park & Cem Service Worker, Hired Before 7/1/12 & Forestry Service Worker, Hired Before 7/1/12         | \$ 23.75  |
| JOLLIFF     | JENNIFER    | CITY SERVICE WORKER-FORESTRY      | L5                                 | Park & Cem Service Worker, Hired Before 7/1/12 & Forestry Service Worker, Hired Before 7/1/12         | \$ 23.75  |
| SIMPSON     | MARK        | CITY SERVICE WORKER-PARKS         | L5                                 | Park & Cem Service Worker, Hired Before 7/1/12 & Forestry Service Worker, Hired Before 7/1/12         | \$ 23.75  |
| SURBER      | SHANE       | FOREPERSON-CEMETERY               | L5                                 | Park & Cem Service Worker, Hired Before 7/1/12 & Forestry Service Worker, Hired Before 7/1/12         | \$ 23.75  |
| ZAWATSKY    | JOSEPH      | CITY SERVICE WORKER-PARKS         | L5                                 | Park & Cem Service Worker, Hired Before 7/1/12 & Forestry Service Worker, Hired Before 7/1/12         | \$ 23.75  |
| AXE         | RAYDEAN     | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| BASSETT     | JD          | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| BEARZI      | SAMUEL      | CITY SERVICE WORKER-STREETS       | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| BOYD        | JASON       | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| CRAIG       | FORREST     | FOREPERSON-SANITATION             | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| DUNCAN      | FORREST     | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| FAUST       | NICHOLAS    | CITY SERVICE WORKER-STREETS       | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| GIBSON      | SETH        | CITY SERVICE WORKER-STREETS       | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| GILITZER    | ERIC        | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| GLASS       | JIMMY       | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| HECKEL      | MATTHEW     | FOREPERSON-STREETS                | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| HUBER       | KEVIN       | FOREPERSON-SANITATION             | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| JENKINS     | THOMAS      | CITY SERVICE WORKER-STREETS       | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| JETT III    | LINTON      | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| JOHNSON     | CHRISTOPHER | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| JOHNSTON    | RICK        | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| KEANUM      | BRIAN       | CITY SERVICE WORKER-STREETS       | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| LAFORGE     | JERICHO     | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| LYTLE       | JASON       | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| PHILLIPPI   | MARK        | FOREPERSON-SANITATION             | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| POLLOCK     | GREG        | CITY SERVICE WORKER-STREETS       | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| ROLF        | TRAVIS      | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| RUCKS       | JUSTIN      | CITY SERVICE WORKER-STREETS       | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| RUHD        | LARRY       | FOREPERSON-STREETS                | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| SIMPSON     | TY          | CITY SERVICE WORKER-STREETS       | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| SMITH       | NEAL        | CITY SERVICE WORKER-STREETS       | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| SOBIESKI    | LOGAN       | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| SPEARS      | RAVEN       | CITY SERVICE WORKER-STREETS       | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| TAYLOR      | JEREMY      | CITY SERVICE WORKER-SOLID WAST    | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| THORNTON    | CORY        | CITY SERVICE WORKER-STREETS       | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| WELLOCK     | CURTIS      | CITY SERVICE WORKER-STREETS       | L6                                 | Streets Operator, Solid Waste Operator  | \$ 23.87  |
| ARMSTRONG   | CORY        | CITY SERVICE WORKER-WATER         | L7                                 | Water/Sewer/Stormwater Operator I, WRF Operator I, WRF Maintenance Operator I, WTP Operator I         | \$ 24.38  |
| BEAGLEY     | PAUL        | CITY SERVICE WORKER-WRF MTC       | L7                                 | Water/Sewer/Stormwater Operator I, WRF Operator I, WRF Maintenance Operator I, WTP Operator I         | \$ 24.38  |
| BEEDE       | BROCK       | CITY SERVICE WORKER-WATER         | L7                                 | Water/Sewer/Stormwater Operator I, WRF Operator I, WRF Maintenance Operator I, WTP Operator I         | \$ 24.38  |
| BLACK       | DEREK       | CITY SERVICE WORKER-WATER         | L7                                 | Water/Sewer/Stormwater Operator I, WRF Operator I, WRF Maintenance Operator I, WTP Operator I         | \$ 24.38  |
| CHAMBERS    | DAVID       | CITY SERVICE WORKER-WATER         | L7                                 | Water/Sewer/Stormwater Operator I, WRF Operator I, WRF Maintenance Operator I, WTP Operator I         | \$ 24.38  |
| MILLER      | CRAIG       | CITY SERVICE WORKER-WATER         | L7                                 | Water/Sewer/Stormwater Operator I, WRF Operator I, WRF Maintenance Operator I, WTP Operator I         | \$ 24.38  |
| SMITH       | STUART      | CITY SERVICE WORKER-WRF MTC       | L7                                 | Water/Sewer/Stormwater Operator I, WRF Operator I, WRF Maintenance Operator I, WTP Operator I         | \$ 24.38  |
| VAN RYZIN   | CALVIN      | CITY SERVICE WORKER-WTP           | L7                                 | Water/Sewer/Stormwater Operator I, WRF Operator I, WRF Maintenance Operator I, WTP Operator I         | \$ 24.38  |
| MATHIAS     | AARON       | CITY SERVICE WORKER-SIGNS         | L8                                 | Mechanic I, Sign & Signal Operator I  | \$ 25.60  |
| WEGNER      | BRIAN       | CITY SERVICE WORKER - SIGNS       | L8                                 | Mechanic I, Sign & Signal Operator I  | \$ 25.60  |
| ALEX        | BRIAN       | LEADWORKER-WTP                    | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| BATEMAN     | SHASTA      | CITY SERVICE WORKER-WATER         | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| BROWNING    | ORRY        | FOREPERSON-WTP                    | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| BYLER       | BRANDON     | CITY SERVICE WORKER-WRF MTC       | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| COLLINS     | CHANGE      | CITY SERVICE WORKER-WTP           | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| DEWALD      | MARK        | WRF OPERATOR LAB/PRETREATMENT COC | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| DILBECK     | MICHEAL     | FOREPERSON-STORMWATER             | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| ESTRADA     | MARTIN      | CITY SERVICE WORKER-WATER         | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| FRENCH      | JOSHUA      | FOREPERSON-WRF LAB                | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| FRIELING    | ZACHARY     | CITY SERVICE WORKER-WRF LAB       | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| GRIBBON     | MICHAEL     | CITY SERVICE WORKER-WRF BOTH      | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| KORS        | KYLE        | CITY SERVICE WORKER-WATER         | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| LEUM        | SHANE       | CITY SERVICE WORKER-WRF MTC       | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| MANLICK     | ADAM        | CITY SERVICE WORKER-WATER         | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| MCCARVER    | ADAM        | CITY SERVICE WORKER-STORMWATER    | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| ROBERTS     | JUSTIN      | CITY SERVICE WORKER-WRF LAB       | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| ROMEIO      | MICHAEL     | CITY SERVICE WORKER-WATER         | L9                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |

EXHIBIT A - JOB LEVEL ASSIGNMENTS EFFECTIVE JUNE 1, 2021

| Last Name | First Name | Position Title                | NEW Matrix For All Jobs Assignment | Matrix Level  | Recommended Compensation - To begin June 1 2021 |
|-----------|------------|-------------------------------|------------------------------------|---|---|
| TELL      | JAMES      | LEADWORKER-WATER              | 19                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| TIPPS     | KENNETH    | CITY SERVICE WORKER-WRF MTC   | 19                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| TROXELL   | JACOB      | CITY SERVICE WORKER-WATER     | 19                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| TUSKEN    | TIMOTHY    | CITY SERVICE WORKER-WATER     | 19                                 | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 27.78  |
| ANDERSON  | ERIC       | LEADWORKER-WATER              | 110                                | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 28.07  |
| CHAPMAN   | GOLDIE     | FOREPERSON-WRF MTC            | 110                                | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 28.07  |
| LINDSTROM | KURTIS     | CITY SERVICE WORKER-WTP       | 110                                | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 28.07  |
| MORIN     | RANDY      | LEADWORKER-WTP                | 110                                | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 28.07  |
| SHANE     | ERIN       | FOREPERSON-WATER OPS          | 110                                | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 28.07  |
| SIMON     | PATRICK    | FOREPERSON-WATER OPS          | 110                                | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 28.07  |
| STEINER   | ERIC       | FOREPERSON-METERS             | 110                                | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 28.07  |
| TIMON     | MARK       | LEADWORKER-WATER              | 110                                | Water/Sewer/Stormwater Operator II, WRF Operator Lab II, WRF Maintenance Operator II, WTP Operator II | \$ 28.07  |
| BLEWETT   | KEITH      | FOREPERSON-SIGNS              | 111                                | Mechanic II, Sign & Signal Operator II  | \$ 29.17  |
| DAIGH     | ANDREW     | CITY SERVICE WORKER-VEH MAINT | 111                                | Mechanic II, Sign & Signal Operator II  | \$ 29.17  |
| DIAZ      | DANIEL     | LEADWORKER-SIGNS              | 111                                | Mechanic II, Sign & Signal Operator II  | \$ 29.17  |
| HARMANN   | CALVIN     | CITY SERVICE WORKER-VEH MAINT | 111                                | Mechanic II, Sign & Signal Operator II  | \$ 29.17  |
| JOHNSON   | WADE       | CITY SERVICE WORKER-VEH MAINT | 111                                | Mechanic II, Sign & Signal Operator II  | \$ 29.17  |
| LINDSAY   | ZACHARY    | CITY SERVICE WORKER-VEH MAINT | 111                                | Mechanic II, Sign & Signal Operator II  | \$ 29.17  |
| PAPALLO   | WILLIAM    | FOREPERSON-VEH MAINT          | 111                                | Mechanic II, Sign & Signal Operator II  | \$ 29.17  |
| PRITCHARD | JOSEPH     | CITY SERVICE WORKER-VEH MAINT | 111                                | Mechanic II, Sign & Signal Operator II  | \$ 29.17  |
| SELBY     | JOEY       | CITY SERVICE WORKER-VEH MAINT | 111                                | Mechanic II, Sign & Signal Operator II  | \$ 29.17  |