

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

This Agreement is made and entered into this 1st day of July, 2022, by and between the City of Bozeman, Montana, hereinafter referred to as 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 Addendum to the Collective Bargaining Agreement between the City of Bozeman and Teamsters Local Union No. 2 dated the 18th of May 2021 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 below Matrix for All Jobs will be implemented for hours worked beginning on July 1, 2022. At that time, every member shall move to the Hourly Wage for their job level, as stated in the Matrix for All Jobs.

 - c. Employees who move from L5 to L2 as a result of this adjustment shall receive a one-time stipend of \$2,500 to be paid in the July 2022 payroll.

LEVEL	Matrix for All Jobs	FY23 Hourly Wage
L1	Facilities Custodian	\$21.21
L2	Parks Service Worker Cemetery Service Worker Waste Oil Disposal Worker	\$23.81
L3	Forestry Service Worker	\$25.00
L4	Facilities Service Worker	\$26.95
L6	Streets Operator Solid Waste Operator	\$27.93
L7	Water/Sewer/Stormwater Operator I WRF Operator I WRF Maintenance Operator I WTP Operator I	\$28.52
L8	Mechanic I Sign & Signal Operator I	\$29.95
L9	Water/Sewer/Stormwater Operator II WRF Operator Lab II WRF Maintenance Operator II WTP Operator II	\$32.50
L11	Mechanic II Sign & Signal Operator II	\$34.13

LONGEVITY Month Beginning full Year		Per Hour	Per Month	Per Year
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 Addendum.

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, they shall be paid at the appropriate pay rate and their 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.
4. 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

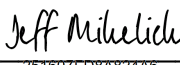
Leadworker = additional \$1.00 per hour

5. Stand-by Pay. "Standby pay" will be two (2) hours in every 12-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 communication device. Standby 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 (2) 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 (2) hours of subsequent call outs within that period of time.
6. 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 two (2) hours' notice from the scheduled start time, these employees will be paid two (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 11th day of July 2022.

FOR: THE CITY OF BOZEMAN


FOR: TEAMSTERS LOCAL UNION #2

DocuSigned by:

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Jeff Mihelich, City Manager



Teamsters No. 2 Business Agent

DocuSigned by:

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City Clerk