

CITY OF TOPEKA CONTRACT NO. \_\_\_\_\_

AMENDMENT NO. 1 TO CITY OF TOPEKA CONTRACT NO. 43903

THIS AMENDMENT NO. 1 to City of Topeka Contract No. 43903 is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2015, by and between the City of Topeka, a duly organized municipal corporation hereinafter referred to as "City" and AFT Kansas Local 6406, hereinafter referred to as "Union."

WHEREAS, the City and Union have previously entered into City of Topeka Contract No. 43903, hereinafter referred to as "the Contract," which governs terms and conditions of the employment relationship between the employer and the employees represented by Union; and

WHEREAS, provisions in Article 16 of the Contract allowed for reopening Article 9, Section 2 "Wages" and, by mutual agreement additional sections in Article 9; and

WHEREAS, after statutory meet and confer sessions between management and Union representatives, agreements were reached on the reopened items, the terms of which have been ratified by the members of Union and set forth below.

NOW, THEREFORE, IN CONSIDERATION OF THE MUTUAL COVENANTS CONTAINED HEREIN, THE PARTIES AGREE AS FOLLOWS:

**1. The existing language of Article 9, Section 2 of the Contract is hereby amended to read as follows:**

Section 2. Wages. For the calendar year 2016 the Union and the City hereby agree to a one-half percent (1/2%) adjustment to the pay matrix now existing which is appended hereto and specifically made a part of the 2016 Amendment to Contract #43903 as Appendix A.

For the calendar years 2016 and 2017, eligible employees who receive an overall annual performance evaluation of “Meets Expectations” or better rating, shall be granted a one-step increase effective on the anniversaries of their hire dates. Employees who receive a “Needs Improvement” overall performance rating shall be entitled to exercise appeal rights under Article 13, Section 4.

A pool of two hundred and fifty thousand dollars (\$250,000.00) for the calendar year 2017 has been allocated to address classifications identified as being below the average of comparable positions and allocate the available funds to begin moving toward achieving salary comparability for all classifications within the bargaining unit which will continue in subsequent meet and confer sessions.

**2. Article 9 is hereby amended to add a new section as follows:**

**Section 9. Bilingual Certification Pay.**

Effective January 1, 2015, Management may select employees to serve as Certified Bilingual Employees. Management shall determine the specific language that is needed and the number of certified employees for each language based on department operational needs. Certification shall be based on standards for sworn testimony in the use of the particular language in the Shawnee County District Court. The City will pay the onetime certification fee for obtaining certification. Certified bilingual employees shall receive a bi-weekly bilingual pay of twenty-three dollars and eight cents (\$23.08), for the duration of the bilingual assignment by management.

Use of certified bilingual employees is at the sole discretion of the department. Employees who are receiving bilingual pay and decline a request to assist or who no longer meet the certification criteria will be removed from eligibility as a certified bilingual employee. Bilingual pay for employees removed from eligibility to act as a certified bilingual employee will cease at the time eligibility ends.

**3. Article 9 is hereby amended to add a new section as follows:**

Section 10. International Property Maintenance Code Certification Pay.

Effective January 1, 2015, Property Maintenance Inspector employees who receive and maintain the International Property Maintenance Code Certification will receive a bi-weekly certification pay of twenty-eight dollars and eighty-five cents (\$28.85).

**4. All other terms and conditions of City of Topeka Contract No. 43903 not specifically stricken or amended herein shall remain in full force and effect.**

IN WITNESS WHEREOF, the parties have hereto executed this Amendment as of the day and year first above written.

CITY OF TOPEKA, KANSAS

\_\_\_\_\_  
Jim Colson, City Manager

ATTEST:

\_\_\_\_\_  
Brenda Younger, City Clerk

AFT KANSAS LOCAL 6406

\_\_\_\_\_  
Dean W. Diediker, President Local 6406  
Planner II

\_\_\_\_\_  
David Fish, Steward  
Engineering Technician II

\_\_\_\_\_  
Larry Fairchild, Chief Steward  
Master Mechanic

\_\_\_\_\_  
Robert Kennedy, Steward  
Engineering

\_\_\_\_\_  
Brian Kelly, Steward  
Fleet Services

\_\_\_\_\_  
Hank Halseth, Negotiations Team Member  
Traffic Operations

## APPENDIX A

### AFT

#### 2016 Pay Matrix

0.50 % Increase from 2015

Effective January 2nd 2016

Schedule	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
KAPE1	K01	11.20	11.37	11.55	11.73	11.91	12.09	12.28	12.47	12.66	12.85	13.05	13.25	13.45	13.66	13.87	14.08	14.30	14.52	14.74	14.97	15.20
KAPE1	K02	11.54	11.72	11.90	12.08	12.27	12.46	12.65	12.84	13.04	13.24	13.44	13.65	13.86	14.07	14.29	14.51	14.73	14.96	15.19	15.42	15.66
KAPE1	K03	11.89	12.07	12.26	12.45	12.64	12.83	13.03	13.23	13.43	13.64	13.85	14.06	14.28	14.50	14.72	14.95	15.18	15.41	15.65	15.89	16.13
KAPE1	K04	12.25	12.44	12.63	12.82	13.02	13.22	13.42	13.63	13.84	14.05	14.27	14.49	14.71	14.94	15.17	15.40	15.64	15.88	16.12	16.37	16.62
KAPE1	K05	12.62	12.81	13.01	13.21	13.41	13.62	13.83	14.04	14.26	14.48	14.70	14.93	15.16	15.39	15.63	15.87	16.11	16.36	16.61	16.86	17.12
KAPE1	K06	13.00	13.20	13.40	13.61	13.82	14.03	14.25	14.47	14.69	14.92	15.15	15.38	15.62	15.86	16.10	16.35	16.60	16.85	17.11	17.37	17.64
KAPE1	K07	13.40	13.61	13.82	14.03	14.25	14.47	14.69	14.92	15.15	15.38	15.62	15.86	16.10	16.35	16.60	16.85	17.11	17.37	17.64	17.91	18.18
KAPE1	K08	13.79	14.00	14.21	14.43	14.65	14.87	15.10	15.33	15.56	15.80	16.04	16.29	16.54	16.79	17.05	17.31	17.57	17.84	18.11	18.39	18.67
KAPE1	K09	14.22	14.44	14.66	14.88	15.11	15.34	15.58	15.82	16.06	16.31	16.56	16.81	17.07	17.33	17.59	17.86	18.13	18.41	18.69	18.98	19.27
KAPE2	K10	14.65	14.87	15.10	15.33	15.56	15.80	16.04	16.29	16.54	16.79	17.05	17.31	17.57	17.84	18.11	18.39	18.67	18.96	19.25	19.54	19.84
KAPE2	K11	15.09	15.32	15.55	15.79	16.03	16.28	16.53	16.78	17.04	17.30	17.56	17.83	18.10	18.38	18.66	18.94	19.23	19.52	19.82	20.12	20.43
KAPE2	K12	15.53	15.77	16.01	16.26	16.51	16.76	17.02	17.28	17.54	17.81	18.08	18.36	18.64	18.92	19.21	19.50	19.80	20.10	20.41	20.72	21.04
KAPE2	K13	16.01	16.26	16.51	16.76	17.02	17.28	17.54	17.81	18.08	18.36	18.64	18.92	19.21	19.50	19.80	20.10	20.41	20.72	21.04	21.36	21.69
KAPE2	K14	16.50	16.75	17.01	17.27	17.53	17.80	18.07	18.35	18.63	18.91	19.20	19.49	19.79	20.09	20.40	20.71	21.03	21.35	21.68	22.01	22.35
KAPE2	K15	16.99	17.25	17.51	17.78	18.05	18.33	18.61	18.89	19.18	19.47	19.77	20.07	20.38	20.69	21.01	21.33	21.65	21.98	22.31	22.65	22.99
KAPE2	K16	17.50	17.77	18.04	18.32	18.60	18.88	19.17	19.46	19.76	20.06	20.37	20.68	21.00	21.32	21.64	21.97	22.30	22.64	22.98	23.33	23.68
KAPE2	K17	18.03	18.31	18.59	18.87	19.16	19.45	19.75	20.05	20.36	20.67	20.99	21.31	21.63	21.96	22.29	22.63	22.97	23.32	23.67	24.03	24.40
KAPE2	K18	18.58	18.86	19.15	19.44	19.74	20.04	20.35	20.66	20.97	21.29	21.61	21.94	22.27	22.61	22.95	23.30	23.65	24.01	24.38	24.75	25.13
KAPE3	K19	19.14	19.43	19.73	20.03	20.34	20.65	20.96	21.28	21.60	21.93	22.26	22.60	22.94	23.29	23.64	24.00	24.36	24.73	25.11	25.49	25.88
KAPE3	K20	19.71	20.01	20.32	20.63	20.94	21.26	21.58	21.91	22.24	22.58	22.92	23.27	23.62	23.98	24.34	24.71	25.09	25.47	25.86	26.25	26.65
KAPE3	K21	20.32	20.63	20.94	21.26	21.58	21.91	22.24	22.58	22.92	23.27	23.62	23.98	24.34	24.71	25.09	25.47	25.86	26.25	26.65	27.05	27.46
KAPE3	K22	20.93	21.25	21.57	21.90	22.23	22.57	22.91	23.26	23.61	23.97	24.33	24.70	25.08	25.46	25.85	26.24	26.64	27.04	27.45	27.87	28.29
KAPE3	K23	21.56	21.89	22.22	22.56	22.90	23.25	23.60	23.96	24.32	24.69	25.07	25.45	25.84	26.23	26.63	27.03	27.44	27.86	28.28	28.71	29.15
KAPE3	K24	22.21	22.55	22.89	23.24	23.59	23.95	24.31	24.68	25.06	25.44	25.83	26.22	26.62	27.02	27.43	27.85	28.27	28.70	29.14	29.58	30.03
KAPE3	K25	22.88	23.23	23.58	23.94	24.30	24.67	25.05	25.43	25.82	26.21	26.61	27.01	27.42	27.84	28.26	28.69	29.13	29.57	30.02	30.48	30.94
KAPE3	K26	23.56	23.92	24.28	24.65	25.02	25.40	25.79	26.18	26.58	26.98	27.39	27.81	28.23	28.66	29.09	29.53	29.98	30.43	30.89	31.36	31.84
KAPE3	K27	24.29	24.66	25.03	25.41	25.80	26.19	26.59	26.99	27.40	27.82	28.24	28.67	29.11	29.55	30.00	30.45	30.91	31.38	31.86	32.34	32.83
KAPE4	K28	25.02	25.40	25.79	26.18	26.58	26.98	27.39	27.81	28.23	28.66	29.09	29.53	29.98	30.43	30.89	31.36	31.84	32.32	32.81	33.31	33.81
KAPE4	K29	25.78	26.17	26.57	26.97	27.38	27.80	28.22	28.65	29.08	29.52	29.97	30.42	30.88	31.35	31.83	32.31	32.80	33.30	33.80	34.31	34.83
KAPE4	K30	26.55	26.95	27.36	27.78	28.20	28.63	29.06	29.50	29.95	30.40	30.86	31.33	31.80	32.28	32.77	33.27	33.77	34.28	34.80	35.33	35.86
KAPE4	K31	27.36	27.78	28.20	28.63	29.06	29.50	29.95	30.40	30.86	31.33	31.80	32.28	32.77	33.27	33.77	34.28	34.80	35.33	35.86	36.40	36.95
KAPE4	K32	28.18	28.61	29.04	29.48	29.93	30.38	30.84	31.31	31.78	32.26	32.75	33.25	33.75	34.26	34.78	35.31	35.84	36.38	36.93	37.49	38.06
KAPE4	K33	29.04	29.48	29.93	30.38	30.84	31.31	31.78	32.26	32.75	33.25	33.75	34.26	34.78	35.31	35.84	36.38	36.93	37.49	38.06	38.64	39.22
KAPE4	K34	29.91	30.36	30.82	31.29	31.76	32.24	32.73	33.23	33.73	34.24	34.76	35.29	35.82	36.36	36.91	37.47	38.04	38.62	39.20	39.79	40.39
KAPE4	K35	30.82	31.29	31.76	32.24	32.73	33.23	33.73	34.24	34.76	35.29	35.82	36.36	36.91	37.47	38.04	38.62	39.20	39.79	40.39	41.00	41.62
KAPE4	K36	31.74	32.22	32.71	33.21	33.71	34.22	34.74	35.27	35.80	36.34	36.89	37.45	38.02	38.60	39.18	39.77	40.37	40.98	41.60	42.23	42.87
KAPE5	K37	32.71	33.21	33.71	34.22	34.74	35.27	35.80	36.34	36.89	37.45	38.02	38.60	39.18	39.77	40.37	40.98	41.60	42.23	42.87	43.52	44.18
KAPE5	K38	33.68	34.19	34.71	35.24	35.77	36.31	36.86	37.42	37.99	38.56	39.14	39.73	40.33	40.94	41.56	42.19	42.83	43.48	44.14	44.81	45.49
KAPE5	K39	34.70	35.23	35.76	36.30	36.85	37.41	37.98	38.55	39.13	39.72	40.32	40.93	41.55	42.18	42.82	43.47	44.13	44.80	45.48	46.17	46.87
KAPE5	K40	35.75	36.29	36.84	37.40	37.97	38.54	39.12	39.71	40.31	40.92	41.54	42.17	42.81	43.46	44.12	44.79	45.47	46.16	46.86	47.57	48.29