

AGREEMENT

Between

CITY OF MITCHELL

And

MITCHELL CITY EMPLOYEES

AFSCME LOCAL 2922

JANUARY 1, 2020 TO DECEMBER 31, 2022

AGREEMENT

This agreement entered into this 5th day of August, 2019 but effective January 1, 2020, by and between the City of Mitchell, a political subdivision of the State of South Dakota, hereinafter referred to as the "City", and Local 2922, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "Union".

PREAMBLE

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This agreement sets forth all terms and conditions of employment for all recognized employees, as established under Article 1 of the agreement, on matters such as rates of pay, hours of work, and fringe benefits.

As part of an ongoing effort for the City and Union employees to better serve the public, the agreement provisions are also intended to promote efficiency in work performance and provide an equitable and peaceful procedure to resolve disputes in interpreting and applying the terms of this agreement.

ARTICLE 1 RECOGNITION

Section 1.0 The City recognizes the Union as the sole and exclusive bargaining agent for all the full time and regular part-time employees of the City of Mitchell, excluding elected officials, police officers, managers, confidential employees, exempt employees, seasonal and casual employees and supervisors.

Section 1.1 All regular part-time employees of the City shall earn benefits based upon a prorated basis equal to their standard equivalent workday. For the purpose of this agreement, regular part-time employees shall be defined as an employee whose normal schedule of work is more than 1560 hours in a calendar year.

For the purpose of this agreement the seasonal employee shall be defined as an employee whose employment is fixed at the time of employment not to exceed four (4) consecutive months, but may be extended at four (4) consecutive month segments provided the total period of employment does not exceed one (1) year and is for the purpose of meeting staffing shortages, seasonal needs, staffing short term projects and relieving for employee absences, or is irregular and casual.

Section 1.2 The City will not 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 MANAGEMENT RIGHTS/EMPLOYEE RIGHTS

Section 2.0 It is understood and agreed by the parties that the Employer possesses the sole right to operate the agency so as to carry out its statutory mandates and all management rights repose in the Employer unless specifically modified by this agreement; likewise, all rights guaranteed to the employee and union by law are retained unless specifically modified by this agreement.

Section 2.1 The exercise of management rights shall not be used for the purpose of undermining the Union or discriminating against any employee.

ARTICLE 3 HOLIDAYS

Section 3.0 The following holidays shall be recognized and observed as paid holidays:

New Year's Day; Martin Luther King, Jr. Day; President's Day; Good Friday 1/2 Day (PM); Memorial Day; Independence Day; Labor Day; Native Americans Day (second Monday in October); Veterans' Day; Thanksgiving Day; Christmas Eve (December 24 1/2 (PM); and Christmas Day.

Section 3.1 Full time employees shall receive eight (8) hours pay for each of the holidays listed above on which they perform no work. All regular part-time employees shall receive holiday pay based upon a prorated basis equal to their standard equivalent workday. Whenever any of the holidays listed above shall fall on a Saturday, the preceding Friday shall be observed as the holiday. Whenever any of the holidays listed above shall fall on a Sunday, the succeeding Monday shall be observed as the holiday.

Section 3.2 Employees shall be eligible for pay for the holiday falling within a pay period for which they have received compensation, provided, however, that they have worked the day before and the day after the holiday unless otherwise excused or unless the time is credited to either accrued vacation leave, compensatory time, sick leave or workers compensation leave.

Section 3.3 Employees who are scheduled to work, or who are called into work on a holiday that is not part of their regular schedule shall receive, in addition to their holiday pay, overtime pay at one and one half (1 ½) times their usual rate for all hours worked.

Section 3.5 An employee on annual leave during a holiday will receive holiday pay and will not be charged for that day as annual leave.

Section 3.6 In the event the President of the United States, the Governor of the State of South Dakota, or the Mayor should declare a holiday in addition to those

days set forth in Section 3.0, then such holiday shall be celebrated as a paid holiday in addition to those days set forth in Section 3.0 of this article. Days declared a holiday for state employees only by the Governor shall not apply.

ARTICLE 4 VACATIONS

Section 4.0 Employees shall accrue annual paid vacation leave starting immediately upon employment at the rate specified below:

Date of hire – 5 years	80 working hours	Pay Period 1	5 hours
		Pay Period 2-26	3 hours
6 -12 years	120 working hours	Pay Period 1	7.5 hours
		Pay Period 2-26	4.5 hours
13 – 19 years	160 working hours	Pay Period 1	10 hours
		Pay Period 2-26	6 hours

All regular part-time employees of the City shall accrue vacation based upon a prorated basis equal to their standard equivalent workday.

Section 4.1 The rate of vacation pay shall be the employee's regular rate of pay times the number of hours that would have been worked had the employee not been on vacation.

Section 4.2 Vacation leave must be scheduled with the employees' supervisor at the earliest possible time prior to the use of such leave. Vacation requests submitted before March 15th shall be determined by seniority. Vacation requests submitted after that date shall be determined in order of first received for that time period. The supervisor must approve or deny the vacation within five (5) working days. If the nature of the work makes it necessary to limit the number of employees on vacation at the same time, the employee with the greatest seniority shall be given his choice of vacation period. Vacations may be taken in fifteen (15) minute increments.

Section 4.3 Any accrued and unused vacation shall be paid to the employee or the employee's estate on termination of employment.

Section 4.4 Vacation hours not used during the calendar year in which they are earned may be carried over into successive years. The maximum allowable accrued vacation shall be no more than twenty (20) hours over the maximum accrual.

Section 4.5 Any hours above the maximum accrual will be lost if not used by the last day of the payroll in which the employee's hire date occurs.

Section 4.6 When an employee's vacation time falls on a holiday, such time is not to be subtracted from the employee's vacation leave balance.

ARTICLE 5 SICK LEAVE

Section 5.0 Introductory and regular full-time employees will receive sick leave credits at the following rate:

Pay Period #1	8.5 Hours
Pay Period #2-26	3.5 Hours

Section 5.1 Sick Leave Pay – In the event of illness an employee will receive sick leave hours equivalent to their regularly scheduled shift hours for each regular workday he/she is absent from work to the extent of his/her earned sick leave credits. Employees shall be charged for sick leave only for absence on days when they would otherwise work and receive pay.

Section 5.2 Using Sick Leave – Sick leave shall be guaranteed to employees using the following guidelines:

1. When an employee is incapacitated for the performance of their duties due to illness, injury, pregnancy, and/or confinement. This will also coincide with the Family Medical Leave Act (FMLA) if it is a qualifying event.
2. If an employee's immediate family (parent, spouse, child, step child, step parent) is suffering from an illness or injury, up to forty (40) hours of sick leave may be utilized.
3. For a medical, dental, or optical examination or treatment.
4. When, through exposure to illness, the presence of the employee at his/her post of duty would jeopardize the health of others.
5. For the birth of a child.
6. The Department Supervisor may require a doctor's certification to establish the employee illness.
7. When an employee's sick leave extends beyond three (3) workdays, the City may require a doctor's certification clearing the employee for a return to work.

Section 5.3 An employee absent from work due to illness or disability shall notify his/her immediate Supervisor before scheduled to work, or as soon as possible. If an emergency situation exists, indicate the nature of the situation and the expected length of absence. If an employee is absent three (3) consecutive days without proper notification he/she will be considered to have voluntarily resigned his/her position. Any employee found to have abused his/her sick leave privileges may be subject to disciplinary action.

Section 5.4 Carry-Over of Sick Leave – Sick leave benefits not used during the calendar year in which they were earned may be carried over and used during the succeeding calendar years.

Section 5.5 Reimbursement of Accrued Sick Leave – Upon retirement from employment with the City prior to January 1, 2021; as defined by the South Dakota Retirement System, twenty-five percent (25%) of the accrued sick leave balance will be reimbursed at the employee's current wage rate. Upon separation of employment other than retirement prior to January 1, 2021, an employee will be eligible for a payout of 1% per year of service of their accrued sick leave retroactive to their first year of employment, starting at the beginning of year 6 under the condition the employee separated on good terms and has provided two weeks' notice to the City. The maximum payout for separation of employment is 25%.

Retirements that occur after January 1, 2021: Upon retirement from employment with the City after to January 1, 2021; as defined by the South Dakota Retirement System, twenty-five percent (25%) of the accrued sick leave balance, up to a maximum of 1,500 hours will be reimbursed at the employee's current wage rate. Upon separation of employment other than retirement after January 1, 2021, an employee will be eligible for a payout of 1% per year of service of their accrued sick leave, up to the maximum of 1,500 hours retroactive to their first year of employment, starting at the beginning of year 6 under the condition the employee separated on good terms and has provided two weeks' notice to the City. The maximum payout for separation of employment in either scenario is 25% of 1,500 hours.

Section 5.6 The City shall treat Maternity Leave the same as any other temporary disability. Three (3) days' sick leave shall be granted, upon request, for paternity leave. Up to five (5) full days may be granted if there are medically verified complications with the mother or child. All sick leave under this section shall be taken within the first thirty (30) days following the birth and/or adoption of the child.

Section 5.7 Workers Compensation. South Dakota Workers' Compensation Law requires that an employee report all work-related injuries or illnesses within three (3) days knowledge of the occurrence. If any injury should occur, notify your supervisor or the Human Resources Department immediately.

This fund is designed to protect employees against medical costs and salary loss as a result of injuries while on the job. The City pays the contribution cost for this coverage. If an employee is injured on the job, all eligible work-related medical costs would be paid as well as the compensation rate for salary loss as set by the State of South Dakota.

Any employee involved in any on-duty accident shall immediately report accident and any physical injury sustained to his/her Supervisor. When required by the City, the employee before starting his/her shift, shall complete an accident report on

forms furnished by the City and shall supply all available names and addresses of witnesses of accident. The employee shall receive a copy of the accident report that is submitted to the employer.

Failure to comply with this policy may be grounds for disciplinary action by the City. All employees shall also immediately report all safety hazards to his/her Supervisor. In the event an employee encounters an open and obvious danger at the work site, he/she may refuse to work at such site until such time as proper safety measures and/or tools are available.

A full-time employee injured on the job and in the line of duty, and who is, by direction of a medical doctor temporarily unable to work, and who is entitled to workers compensation payments shall be allowed up to 90 eight hour days (or 42 twenty-four hour days for 24 hour shift employees) of injury leave without charge to the employee's sick leave account. The rate of pay while on injury leave shall be the difference between the employee's regular daily rate of pay (gross) being received at the time of injury and the employee's daily benefit entitlement under the applicable Workers' Compensation Law.

An employee who has used the entire injury leave benefit provided by this section (i.e. 90 eight hour days or 42 twenty-four hour days) may elect to use accumulated sick or annual leave, on a day for day non pro-rated basis, to continue receiving the difference between his daily regular gross pay, and his daily Workers' Compensation benefit as provide above.

Employee benefits shall continue uninterrupted while an employee is on injury leave as defined by this section, including while sick or annual leave is applied. Annual, sick, and holiday leave, earned while on injury leave, shall accrue at the employee's regular rate.

The City may at any time require examination or re-examination of an employee by a medical doctor for the purpose of determination of continued eligibility for injury leave benefits.

5.8 Sick Leave Donations: in the event an employee has a serious or life threatening illness, the employee or Department Head may submit a request for the Sick Leave Donation by completing the required form in appendix E of this document. The completed Sick Leave Donation Request Form will be submitted to the Human Resources Office.

The Sick Leave Donation Request form should also include any relevant information that the applicant wishes to disclose to the committee and donating employees related to his/her condition. It should be noted that the employee's signature on the Sick Leave Donation Request Form authorizes the release of the information the employee has elected to disclose. The Sick Leave Donation Committee will review the request form to determine eligibility to receive donated hours from other employees.

The Committee shall consist of two (2) members of the union, two members from management, and the Human Resources Director. The Committee will determine if the applicant is approved for donations. The decision to grant such a request lies solely at the Committee's discretion, and is not subject to the grievance procedure.

The Employee will be notified of the approval or denial of the request. If approved, the Human Resources Office will notify employees of the request for a sick leave donation to solicit donations. Donation forms can be sent to the City Human Resources office until the donation period has ended. Once donation forms have been received, the Human Resources Office will submit them for processing..

Upon approval the following guidelines apply:

1. Maximum of two hundred (200) hours of donated time in a 12 month period (counted from the first date of donated sick leave used)
2. No requests for less than five (5) working days will be accepted, unless those days are to be added on to an already in progress leave of more than ten (10) days.
3. Employees approved for donations must use all sick leave, vacation, and compensatory time prior to receiving any donated hours.
4. Donating employees are allowed to donate a maximum of forty (40) hours for each request received; the donating employee's sick leave accrual balance cannot be less than one hundred twenty (120) hours after donating sick leave.
5. Leave requested must meet the guidelines by the IRS for the use or donation of leave to avoid additional tax penalties to the donating employee or to the employee receiving donated leave.
6. The Committee will set the ending date for the donation period.

If a request is denied a letter will be provided to the requesting employee via email or hand delivery.

ARTICLE 6 FUNERAL LEAVE

Section 6.0 A paid funeral leave of up to three (3) days will be granted to any regular full-time employee to attend the funeral of a member of his/her family. A member of his/her family shall be interpreted to mean husband, wife, son, daughter, father, mother, brother, sister, grandmother, grandfather, grandchild, step-son, step-daughter, step-father, step-mother, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law of the employee, or domestic partner, or spouse's equivalent.

Section 6.1 Funeral Leave as set forth in Section 6.0 shall be with full pay and

benefits and shall not be deducted from any other paid leave.

ARTICLE 7 INSURANCE AND PENSION

Section 7.0 The City offers major medical insurance to all eligible employees upon written application. The City reserves the right to make program modifications to the Employee Benefit Plan as may be necessary from time to time to maintain and improve the effectiveness, quality and cost-effectiveness of the plan. This plan is negotiated yearly by the insurance committee and agreed to by the City Council.

Section 7.1 Health and Dental Insurance Benefits for newly hired regular full-time employees are effective the first day of the month following thirty (30) days of employment.

Section 7.2 There shall be a Health Insurance Committee appointed by the Mayor, and shall include one employee chosen by the Union. The committee shall review the health insurance plan annually. The committee shall request and review bids for the health insurance plan when deemed necessary.

Section 7.3 The City will not make any change in the health and dental insurance coverage during the contract year without negotiations with the Union except for changes mandated by state or federal law or the provider.

Section 7.4 In the event of an employee's termination of employment (except for gross misconduct) or reduction of hours, the employee, spouse, and dependent children are entitled by law to purchase continuing health care coverage under the City's group plan for up to 18 months. If the employee or any family member is disabled, the disabled individual and non-disabled family members are entitled to an additional 11 months of continuation coverage. In the event of an employee's death, divorce, legal separation, or retirement the employee's family have the option of purchasing continuing coverage under City's group health plan for up to thirty-six (36) months.

Employees or qualified beneficiaries electing extended coverage (COBRA) are responsible for paying the cost of the extended health care coverage. The purchase price of continuing coverage is the full cost of the premium the City pays for similarly situated active employees, plus administrative costs. During the eleven (11) months of extended coverage for disabled employees or their family members, the cost of the premium rate may increase. By enrolling in the Health Care Continuation Plan (COBRA), employees and his/her family members receive the benefit of purchasing the same extensive coverage provided to active employees at favorable group rates.

This continuing coverage terminates before the expiration of the 18-, 29-, or 36-month period if the employee or qualifying family members becomes covered

under another group health plan that provides comparable benefits and does not penalize the newly covered individual(s) for preexisting conditions. The City's continuing coverage also terminates if premiums are not paid on time or if the City discontinues all of its group health plans for all employees.

In order for the City to meet its legal obligations in providing continuing health care coverage, all employees must inform the Human Resources Department within sixty (60) days of a change in status such as divorce or legal separation or when a dependent child reaches 26 years of age. It also is essential that the Human Resources Department have a current address for all employees and family members. This policy statement is a brief description of the Health Care Continuation Plan and does not fully explain employee's rights. Employees should read the notice he/she receives when he/she first enrolls, or upon termination, in the group health plan or the Summary Plan Description for a full explanation. Copies of the notice and Summary Plan Description can be obtained from the Human Resources Department.

All benefits granted in this Section are subject to change due to State or Federal law mandates.

Section 7.5 The City shall provide each employee with a \$15,000.00 term life insurance policy at no cost to the employee.

Section 7.6 The City shall provide dental insurance with benefits as negotiated by the insurance committee and agreed to by the City Council. The City shall pay one hundred per cent (100%) of the premium for employee coverage.

Section 7.7 Retirement Benefit. An employee hired prior to January 1, 2016, who retires from the City of Mitchell through SDRS or who is accepted into the SDRS Disability Program may elect to remain in the health insurance plan until he or she reaches the age of 65 or otherwise qualifies to enroll in the Medicare program, the Exchange, or the retiree qualifies for a different health plan through another employer. The retiree must pay 100% of premium cost to remain enrolled in the City health insurance plan. An employee's spouse is eligible for enrollment in the City health insurance plan only if enrolled prior to the employee's retirement. An employee will not be able to add a spouse to the plan except during regular open enrollment times. A discount on the retiree rate will be granted to retirees that meet the following stipulations: (a) the employee must have completed 10 consecutive years of service with the City of Mitchell, and (b) the employee must be retired through SDRS or SDRS Disability, and satisfy the following conditions: Class A employees must be age 60 or older, Class B Public Safety employees must be age 50 or over and meet the Rule of 75, and those on SDRS Disability do not have age requirements. The discounted rates are available only to those employees hired prior to January 1, 2013.

ARTICLE 8 LEAVES OF ABSENCE

Section 8.0 Employees shall be eligible for leave of absence without pay for up to ten (10) days duration with prior approval from their Department Head. The leave may be extended beyond the ten (10) day limit for good reasons. Leaves of absence shall not be denied without good cause. Before being eligible for a leave of absence the employee must have exhausted all vacation benefits.

Section 8.1 Employees while on leave of absence shall accrue seniority and benefits and employees shall be returned to the position they held at the time the leave of absence was granted when they return from the leave of absence.

Section 8.2 Employees who are summoned for jury duty or if legally required to testify as a witness on city matters during assigned work hours shall receive their regular pay. Any juror fees received for serving on the jury will be returned to the City. Mileage and expenses reimbursement shall be retained by the employee.

Section 8.3 Any employee who is a duly qualified member of any Reserve Component of the United States Armed Forces shall be entitled to receive military training with the armed forces of the United States and shall be entitled to a leave of absence from City work for a period not to exceed fifteen (15) work days, in any one military fiscal year. At the conclusion of such service, the employee shall be entitled to return to city employment without loss of status, pay, or seniority, provided the employee is still able to perform the duties of the city position. The employee shall give the Department Head at least thirty (30) work days' notice of the need for Military Training Leave prior to the time of the leave. The employee must return to the city position immediately upon being relieved from such military service and not later than the time herein limited for such unless prevented from so returning by physical or mental disability or other such cause not due to the employee's own fault, or unless the employee is required by proper authority to continue in such military service beyond the time herein limited for military training leave. An employee may be eligible to receive the difference between their military pay received and their authorized salary, provided that the military pay is less than the authorized City salary. This difference may not be paid to exceed fifteen (15) regular working days in any one (1) calendar year. In order to receive compensation, the employee must file a statement of earnings from the military with the Finance Department payroll clerk. The period of military service will be counted as full service with the City for the purpose of accruing leave.

Section 8.4 Any employee who enlists or is called into Active Duty for the military service or the United States or who, voluntarily enlists for active duty shall be granted military leave for the time necessary to permit completion of the military service.

In order to have re-employment rights, a person leaving active duty in the military service of the United States must apply to the city for re-employment within 90

days after his/her separation from active duty, or within 90 days after his/her release from hospitalization continuing after such separation for not more than one year. This applies to inductees and enlistees, as well as to reservists and National Guard members performing full active duty, as opposed to initial duty for training, or active or inactive duty training, or other active duty where different re-employment rights are defined by Federal Statute.

Section 8.5 Any employee who requests a leave of absence because of official Union business shall receive an unpaid leave of absence not to exceed ten (10) days per year. No more than five (5) employees may use leave of absence at one time.

ARTICLE 9 HOURS OF WORK

Section 9.0 The forty (40) hour workweek shall begin at 12:00 AM Sunday and end at 11:59 Saturday.

Section 9.1 During a regular scheduled day of eight (8) continuous hours or more an employee shall be entitled to a lunch period of not more than one (1) hour and two paid fifteen minute breaks. The lunch period of thirty to sixty (30-60) minutes may be unpaid if uninterrupted. Employees who work less than an eight (8) continuous hour shift are entitled to one fifteen minute paid break every four (4) hours worked. Shift workers and employees working in varied work locations or stations shall take breaks when able during the shift.

Section 9.2 Except for emergency situations, work schedules shall not be changed without one week notice unless the changes are mutually agreed upon by the Union and the City.

Section 9.3 Flex scheduling is defined as “an occasional alteration of the start/stop time in the regularly scheduled work hours”. This arrangement may be allowed if the schedule or work permit and it is mutually agreed upon by both employee and supervisor.

Section 9.4 The City payroll is biweekly systems in which you receive pay every two (2) weeks. The normal pay periods consist of two forty (40) hour workweeks, making a total of 80 hours. Payday falls every other Friday following the close of a pay period at 11:59 PM on the preceding Saturday. All payroll is direct deposited on the appropriate day.

Section 9.5 In the event of inclement weather or emergency, the Mayor may close City Hall or other City offices for a period of time designated by the Mayor. If the Mayor closes City Hall or other non-essential City Offices, then an employee who was scheduled to work in the closed office during the closure period may choose to: (i) use accrued vacation time, (ii) use accrued compensatory time, (iii) use unpaid time, or (iv) work the hours as normal. No employee is entitled to any additional compensation, increased rate of pay, or additional

paid leave of any type due to a closure for inclement weather or emergency. If additional compensation or leave is awarded to any city employees in relation to a closure during normal business hours (Monday- Friday 8- 5pm) for inclement weather or emergency, the same will be awarded in equal amounts to employees who are required to stay and work during the closure period that occurred during normal business hours (8-5 pm Monday-Friday).

ARTICLE 10 WAGES

Section 10.1 The wage rates for 2020 are attached as Appendix C.

Section 10.2 Effective January 1, 2021, through December 31, 2021, all bargaining unit employees shall receive a 3.25% increase, by increasing all wages on the 2020 pay schedule (Appendix C) by that amount.

Section 10.3 Effective January 1, 2022, all bargaining unit employees shall receive a 3.25% increase, by increasing all wages on the 2020 pay schedule by that amount.

Section 10.4 The City shall provide a clothing allowance of up to \$250.00 per year as approved by the supervisor. The City shall also provide any clothing mandated by state or federal law.

Section 10.5 In addition to the above wage rates, each bargaining unit employee hired prior to January 1, 2020 shall receive longevity pay according to the following schedule: Fifty dollars (\$50) per year for each year of service completed to be paid in a separate check in the first pay period in December annually.

Section 10.6 The City shall reimburse employees for the use of their personal vehicle for City business at the applicable State rate. If a City vehicle is not available it shall be at the higher rate. If a City vehicle is available it shall be at the lower rate.

Section 10.7 The City shall pay for required DOT physicals for bus drivers.

Section 10.8 During the term of this collective bargaining agreement and/or any extensions thereof, should any recognized bargaining unit reach a signed agreement that results in higher wage increases or across-the-board benefits than provided to bargaining unit employees represented by AFSCME Local 2922 for each respective year of the Agreement, the City agrees to adjust the wages and across-the-board benefits of AFSCME bargaining unit employees to the equivalent amount.

ARTICLE 11 FAMILY AND MEDICAL LEAVE

Section 11.0 The Family and Medical Leave Act of 1993 (FMLA) guarantees the right of eligible employees to take up to a total of twelve (12) weeks of leave per year, either in one continuous absence or on an intermittent basis, for one or more of the following reasons:

- (a) Upon the birth of the employee's child;
- (b) Upon the placement of a child with the employee for adoption or foster care;
- (c) When the employee is needed to care for a child, spouse, or parent who has a serious health condition; or,
- (d) When the employee is unable to perform the functions of their position because of a serious health condition.

- (e) Employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use their 12-weeks entitlement to address certain qualifying exigencies. Eligible employees may take up to 26 weeks of leave to care for a covered service member during a single 12-month period.

Section 11.1 If the employee has accrued paid time available the employee shall utilize the paid time available prior to any unpaid leave during the FMLA 12 week leave.

Section 11.2 During the term of family or medical leave, the employee shall receive any group health, life and dental benefits that were in effect at the time of the commencement of such leave or new benefits which are provided by the employer during the FMLA leave. Group health, life and dental insurance shall be continued in force for the duration of family or medical leave and the City shall continue to pay that portion of benefits normally paid by the employer.

Section 11.3 During the FMLA leave, the employee shall remain on the seniority list and continue to accrue seniority.

Section 11.4 Upon expiration of an absence under this article, the employee shall be reinstated to the same position held at the time such leave commenced or an equivalent position with the same or an increase in pay, benefits, and other terms and conditions of employment. No employee shall be interfered with, discriminated against, disciplined, or otherwise restrained from exercising their rights under the Family and Medical Leave Act.

ARTICLE 12 CALL IN PAY

Section 12.0 Any employee called in to work outside of their regularly scheduled work shift shall be paid for a minimum of two (2) hours work at one and one-half (1 1/2) times their regular rate of pay. In the event that the employee is required

to work longer than one hour such employee shall be paid one and one-half (1 1/2) times their regular rate of pay for all hours worked which are outside of their regularly scheduled work shift.

Section 12.1 If the call time assignment and the employee's regular shift overlap, the employee shall be entitled to work his regular shift.

Section 12.2 If called in to work before the beginning of the scheduled shift, an employee may request compensatory time, in lieu of overtime pay. Compensatory time or call-in pay shall be paid at the rate of 1 ½ times the number of hours actually worked.

Section 12.3 Call-in Pay shall be classified as an overtime class of pay.

ARTICLE 13 OUT OF CLASS PAY

Section 13.0 Any employee who is required to do work in a higher pay range shall receive the higher rate of pay for all hours worked in that classification.

ARTICLE 14 ON-CALL PAY

b An employee who is scheduled for on-call time during other than normal working hours shall receive on call compensation in the amount of eight (8) hours per week.

Section 14.1 The employee shall be paid in accordance with Section 12.0 if called in to work.

Section 14.2 Department Heads shall prepare an on-call list and make it available for all employees concerned. Employees who are on call shall not trade on call dates without the approval of the Department Head.

ARTICLE 15 OVERTIME

Section 15.0 Overtime is defined as hours that are worked in addition to the forty (40) hours worked in a one-week period.

Section 15.1 Overtime shall have the prior approval of the Department Supervisor. Such request and determination of overtime/comp time shall be reduced to writing on the prescribed form and filed with the Finance Officer promptly along with the employee's time sheet.

Section 15.2 Overtime shall be compensated at the rate of time and a half (1 ½) the regular rate of pay for each hour worked over forty (40) hours.

Section 15.3 Comp time, annual leave hours (vacation), and sick leave hours paid for but not worked shall not be used for the purpose of computing any overtime.

Section 15.4 Holiday hours () shall count as time worked in computing overtime pay.

Section 15.5 If an employee works overtime, the employee may, with the approval of the Department Head or designee, choose to take compensatory time instead of overtime pay. Compensatory time shall be awarded at the rate of one and one-half (1 1/2) hours of compensatory time for each hour of overtime worked. The days to be taken off shall be at the option of the employee with the approval of the Department Head or designee. An employee may accumulate no more than eighty (80) hours of compensatory time off. Upon termination of employment, the employee will be paid for any unused comp time.

Section 15.6 Overtime is to be distributed equally to all employees of a department. If an employee is requested to work overtime and because of other conditions and commitments cannot perform the overtime work assigned, then the Supervisor will attempt to find a qualified employee to work the overtime. The employee scheduled to work the overtime shall immediately notify the Superintendent of any conflict so that the Supervisor may select and obtain a qualified employee to perform the overtime work prior to the conclusion of the workday.

ARTICLE 16 SENIORITY

Section 16.0 Seniority shall mean an employee's length of continuous service with the city since their last date of hire. The principal of seniority shall govern and control in all conditions of employment. An employee's continuous service shall be broken by voluntary resignation, discharge for just cause, and retirement. There shall be no deduction from continuous service for any time lost which does not constitute a break in service.

Section 16.1

The City will provide the name and the department of a new eligible employee to the Union President within 10 business days of the employee's start date. No employee shall be added to the seniority list until they have completed six (6) months of service with the City. All employees hired by the City shall for the first six (6) months be on probationary status. During the probationary period the employee shall have no seniority status, and may be laid off terminated at the sole discretion of the city without regard to their relative length of service. Probationary employees shall be entitled to receive the City health insurance and dental plans on the first of the month following thirty (30) days of employment, and City retirement plan, sick leave, vacation, and paid holidays from the date of hire.

Section 16.2 The employer shall keep the seniority list up to date at all times and will post an up to date seniority list on department bulletin boards. A copy of the seniority list shall be furnished to the Union when it is posted.

Section 16.3 If a job is to be consolidated, or eliminated (other than by retirement or voluntary separation) which would result in the elimination of a job or lay-off of an employee, the City shall do the following:

- (a) Provide sixty (60) days' notice to the Union and employee.
- (b) Within sixty (60) days of the Union's receipt of notice of lay-off an employee whose job is eliminated may bump an employee with less seniority in any City department provided that the employee meets the minimum qualifications of the job. An employee who is bumped by an employee with more seniority shall then be allowed to bump an employee with less seniority in any department provided that the employee meets the minimum qualification of the job. Employees who bump into another position must be able to do the new job within thirty (30) work days.
- (c) Employees who bump into a position shall be placed on the step within the corresponding pay grade for the new position based on the employees' prior and related experience. This determination shall be made by the appropriate management personnel but subject to the grievance procedure.
- (d) Any employee whose job is eliminated or who lost his position by being bumped under paragraph (b) will be placed on a lay off status in accordance with the terms of this contract and may apply for open positions as provided in Section 16.4.

Section 16.4 Transfers and promotions shall be posted City wide for five (5) working days. The City may advertise job openings to the general public at the same time but city employees shall be given first chance to fill the job if they have the ability and qualifications. The City shall award all job openings based on seniority, qualifications and ability.

ARTICLE 17 GRIEVANCE PROCEDURE

Section 17.0 Definitions:

A. Grievance: A complaint by an employee, or a group of employees, based on an alleged violation, misinterpretation or inequitable application of any existing agreement, contract, ordinance, resolution, policy, rule, regulation or law.

B. Employee: An employee of the City and may include an individual or

group of employees who are similarly affected by a grievance.

C. Days: All days referred to shall be calendar days.

Section 17.1 Any grievance or dispute which may arise between the parties including the application, meaning or interpretation of this agreement, contract, ordinance, resolution, policy, rules, regulations and laws, may be processed during working hours without loss of pay and shall be settled as hereinafter set forth.

Section 17.2 Step One: The employee, and/or his Union representative, who feels that he has a dispute or grievance shall discuss the matter with the supervisor within twenty-one (21) days of the event leading to the dispute or grievance, or the employees' knowledge of its occurrence. The Supervisor shall attempt to resolve the matter within fourteen (14) days.

Section 17.3 Step Two: If the matter is not resolved at Step One, the Union representative, or his designee, with or without the employee, shall present in writing the grievance or dispute to the Department Head within fourteen (14) days of the meeting with the Supervisor. The Department Head shall attempt to adjust the matter and shall respond, in writing, to the Union representative and the employee within fourteen (14) days.

Section 17.4 Step Three: If the matter is not resolved at Step Two, it shall be presented to the Human Resource Director within fourteen (14) days from the date of the written response of the Supervisor. The HR Director shall hold a hearing to investigate and resolve the matter within fourteen (14) days of receipt of the grievance. The HR Director shall respond in writing, to the Union and the employee within fourteen (14) days of the hearing.

Section 17.5 Step Four: If the matter is still unsettled, either party may, within thirty (30) days after the reply of the HR Director, submit the matter to the South Dakota Department of Labor, Division of Labor and Management for resolution.

Section 17.6 Either party may appeal the decision of the Department of Labor as prescribed by law.

Section 17.7 An employee who has been dismissed or suspended may submit a grievance starting at Step Three of the grievance procedure.

Section 17.8 In the event the employee filing the grievance, or alleging and asserting that a dispute exists, or in the event that the Union files a grievance or alleges a dispute, fails to comply with any time limitation herein such failure shall constitute a withdrawal of the grievance or claimed dispute. The failure of the City to comply with any time limitation shall constitute a settlement of the grievance in accordance with the requested remedy. Time limitations may be extended by mutual agreement of the parties in writing.

Section 17.9 No employee or group of employees shall be reprimanded, disciplined, or discriminated against for exercising their rights under this Article.

Section 17.10 An employee who is called into any conference, interview, or meeting that could in any way lead to being disciplined or terminated or have any effect on his/her personal working conditions shall have the right to be represented or not represented by a union representative of their choice. Without union representation the employee may choose not to participate in the meeting.

ARTICLE 18 DISCIPLINARY ACTIONS

Section 18.0 No employee shall be disciplined or discharged without just cause. If just cause is determined, disciplinary action shall be progressive considering the seriousness of the offense and the past record. Rules, orders, and penalties shall be reasonable and applied evenly and without discrimination.

Section 18.1 If just cause is determined, disciplinary action may include any of the following:

1. Reprimand: The Supervisor may reprimand any employee for just cause. Such reprimand will be in writing and addressed to the employee. A signed copy will be placed in the employees' personnel folder with a copy to the Union.

2. Probation: Upon finding just cause, the employer may place an employee on probation for a period of not more than six (6) months. A written notice of such action will be issued by the Department Head or designee to the employee with a copy to the Union.

3. Suspension: The Employer may suspend without pay any employee for just cause for a period or periods not to exceed forty work days in a twelve month period; no single suspension will be more than ten (10) working days. The Department Head or designee will notify the employee concerned in writing no later than one (1) day after the suspension is made effective. A copy of the written notification, which will include reasons for and the duration of the suspension, will be placed in the employee's file. A copy of the written notification shall be given to the Union.

4. Dismissal: The Employer shall not dismiss any employee without just cause. The employee involved will first be suspended with pay for a period of one (1) working day. The employee shall have the right to receive a written statement of the reasons for dismissal, which shall be provided to the employee at the time of the dismissal. A copy of the statement will be placed in the employee's personnel file and a copy to the Union.

Section 18.2 Records of disciplinary action shall be maintained in the employee's

personnel folder but time in effect shall be limited to one (1) year.

Section 18.3 Any disciplinary action may be the subject of the grievance procedure as set forth in Article XVII of this contract.

ARTICLE 19 DISCRIMINATION

Section 19.0 The City will not interfere with, restrain or coerce the employees covered by this agreement because of membership in or activity on behalf of the Union. The City will not discriminate in respect to: hire, tenure of employment or any term or condition of employment against any employees covered by this agreement because of membership or activity on behalf of the Union, nor will it discourage or attempt to encourage membership in another Union. Neither the City nor the Union will engage in any discriminatory practices contrary to any existing federal law or regulation or any amendment of the same, or any state law or regulation or any amendment to the same, and the City and the Union will not discriminate against any employee on account of race, color, national origin, sex, creed, age or disability.

Section 19.1 The City shall not discriminate against any employee with respect to their employment with the City

ARTICLE 20 SAFETY

Section 20.0 The City shall provide a safe and healthful workplace for all employees and correct all hazards. Nothing shall imply that the Union has undertaken or assumed any portion of that responsibility.

Section 20.1 An employee shall not be subject to disciplinary action by reason of their failure or refusal to operate or handle any unsafe piece of equipment or work in any unsafe work situation.

Section 20.2 The City and the Union shall have a joint Safety Committee composed of eight (8) members; four (4) appointed by the City and four (4) appointed by the Union. The Safety Committee shall assure that proper safety and health standards are maintained. They shall identify workplace health and safety problems and make recommendations for corrective action. This committee shall meet at least every other month, or at the call of any member.

Section 20.3 The City shall provide employees with all necessary safety equipment. Questions on equipment necessity shall be referred to the Safety Committee.

Section 20.4 The City shall establish and maintain a program for adequate safety training in each department.

Section 20.5 Employees and the Union may exercise all legal rights to secure a safe and healthful workplace without threats, loss of pay, or other reprisals of any kind.

ARTICLE 21 Committee for Union – Management Cooperation

Section 21.0 The parties recognize that during the period in which this agreement is in effect, problems of administration of this agreement may arise which is not now anticipated by either party. They also recognize that during such period more mutually constructive and productive relationships are likely to exist between the City and the Union if both the City and the Union continue efforts to gain a better appreciation and understanding of each other's problems and objectives.

Section 21.1 The committee formed as a part of this Article shall meet at least twice a year. Either party may request additional meetings if desired with 1 week notice. It is understood that such meetings will be held for the purpose of appraising and discussing problems, of the Agreement or other matters which either party believes will contribute to the improvement in the relations between them within the framework of this agreement. This committee shall not serve as a continuation for negotiations.

Section 21.2 The committee shall be composed of three (3) members designated by the Union and three (3) members designated by the Human Resources Director. Subject to mutual agreement of the respective members of the committee, The Federal Mediation Conciliation Services shall provide training to the Labor Management Committee to ensure the principles, benefits and philosophy of the committee be fulfilled.

Section 21.3 Minutes shall be kept of all meetings and shall be distributed to the City and the Union.

ARTICLE 22 ALTERATION OF AGREEMENT

Section 22.0 No agreement, alteration, understanding, variation, waiver or modification of any terms or conditions or covenants contained herein shall be made by any employee or group of employees with the City, and in no case shall be binding upon the parties of this contract unless such agreement is made and executed in writing between the parties of this contract.

Section 22.1 Any and all privileges enjoyed by the employees prior to this agreement will not be denied to them because of the execution of this agreement, unless the parties, through collective bargaining, mutually agree to change or have specifically waived any of these privileges.

ARTICLE 23 SAVINGS CLAUSE

Section 23.0 If any section, paragraph, sentence, clause, phrase, or other part of this agreement is determined, or declared to be contrary to, or in violation of, any State or Federal Law, the remainder of this agreement shall not thereby be affected or invalidated. Such section declared invalid shall be renegotiated within thirty (30) days from the date of declaration of invalidity for amendment to this contract.

Section 23.1 The terms and conditions of this agreement shall supersede ordinances and resolutions wherein there is a conflict with the terms of this agreement and if enacted may be challenged by the Union.

ARTICLE 24 CHECKOFF

Section 24.0 Upon written request to the City Finance Officer by employees, payroll deductions from wages of an amount equal to the regular monthly dues applicable to members of AFSCME Council 65. shall be made by the City each pay period. Further, the deduction shall be sent to AFSCME Council 65.

Section 24.1

If an employee wishes to revoke their authorization for the City to withhold union dues from their pay, a written request to do so must be presented to the City between November 9 -24 on the form provided in Appendix D. The revocation of the employee's authorization will become effective on January 1st of the following year and from that date forward, no additional dues will be withheld from that employee's pay.

Section 24.2 When an employee remains employed in a position represented by AFSCME this authorization shall be automatically renewed from year to year unless an employee revokes it in writing during the window period described in Section 24.1 above.

Section 24.3 Any changes in the amount of dues to be withheld by the City shall be furnished to the City Finance Officer, in writing, by the Union. This notice shall be submitted to the City at least twenty (20) days in advance of such change.

Section 24.4 A list of those employees signing such authorization and the amount withheld will be furnished to the Union at the time of the remittance of the same.

Section 24.5 Payment by the City of the amount withheld shall be made to the Union no later than the 10th day of the month immediately following the month for which such dues were collected.

ARTICLE 25 CONDUCT OF UNION AFFAIRS

Section 25.0 The City agrees that during working hours on the City's premises

and without loss of pay, Union representatives shall be allowed to spend a reasonable amount of time to perform the following:

1. Post union notices.
2. Distribute union literature.
3. Transmit communications authorized by the Union or its officers to the employer or its representative.
4. Investigate and process grievances, pursuant to the provisions of Article XVII of this Agreement, and to consult with the City or its representatives, Union officers or representatives concerning the enforcement of any provisions of this Agreement, providing that such times shall not be used in computing weekly overtime.
5. Attend contract negotiations sessions with the City, provided that such time shall not be used in computing weekly overtime.

Section 25.1 The employer agrees that the accredited representatives of the Union shall have full and free access to the premises of the employer during normal working hours to meet with members of the bargaining unit, and shall give notice.

Section 25.2 The employer will provide bulletin boards in each department, which may be used by the Union for the posting of official union business or matters.

Section 25.3 Members of the Union elected to attend a function of the Union such as educational conferences and conventions shall be granted leave of absence using paid benefits or without pay, to attend such conferences or convention. The City has the right to limit absences for the orderly operation of each department subject to the grievance procedure.

ARTICLE 26 OUTSIDE EMPLOYMENT

Section 26.0 All City employees shall immediately report engagement in secondary work or business activities, which shall be subject to City approval, and provided that:

- a. Employment with the City of Mitchell is considered primary employment of the individual working in a full-time capacity.
- b. The outside employment does not interfere with the proper discharge of his or her normal duties and responsibilities or negatively impact the integrity and credibility of the City.
- c. The employee does not wear any City uniform or insignia on any clothing that refers to the City of Mitchell. The employee does not avail himself or herself of City equipment, records, documents, files, or services.
- d. The employee in no way exploits his connection with the City of

Mitchell.

- e. Such employment is not contrary to federal, state or local law.
- f. City approval for such employment shall not be unreasonably withheld.
- g. Prior to taking any action related to outside employment based upon the above paragraphs, written notice of the non-approval or withdrawal of approval shall be given to the employee, union and Human Resources.

Section 26.1 The City shall not be held liable for any of the employee's activities directly related to his outside employment.

ARTICLE 27 DOMESTIC VIOLENCE LEAVE

Any AFSCME bargaining unit employee who becomes the victim of Domestic Violence shall be allowed to use up to ten (10) days of sick leave, compensatory time, and/or vacation in order to handle legal affairs, secure safe housing accommodations for themselves and family, and recover from any injuries or trauma inflicted. In the event the employee does not have accrued leave as stated, the City will advance the leave to the employee to be "repaid" when accrued from vacation, sick leave, and/or compensatory time. A rolling 12 month calendar will be used from the first use of leave; and leave must be used in a minimum of 4 hour blocks. The Employee may also request hours from the sick leave donation policy if the leave meets the qualifications of the sick leave donation policy.

ARTICLE 28 DURATION

Section 28.0This Agreement shall be effective as of the 1st day of January, 2020, and shall remain in full force and effect until December 31, 2022. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing no later than April 1 that it desires to modify, or renegotiate this agreement.

Section 28.1In the event that such notice is given, negotiations shall begin no later than June 1. The Agreement shall remain in full force and effect during the period of negotiations or until mutually terminated thereafter, in writing, by the parties.

IN WITNESS WHEREOF, the parties below have set their hands this 5th day of August 2019.

FOR AFSCME LOCAL 2922:

 _____

FOR The City of Mitchell:

 _____

Appendix A

AFSCME ELGIBLE POSITIONS

POSITION	GRADE	FLSA
Senior Services Coordinator	14	N
RSVP Coordinator	13	N
Administrative Assistant	12	N
Transit Operator	10	N
Transit Dispatcher	10	N
Media and Building Maintenance Technician	13	N
Building Maintenance Technician	12	N
Building Service Worker	8	N
EMS Billing Specialist	12	N
Payroll and Accounts Receivable Technician	12	N
Accounts Payable Technician	12	N
Utility Billing Clerk	10	N
Cemetery Maintenance Technician	12	N
Human Resources Director	22	E
Assistant Library Director	18	N
Children's Services Librarian	16	N
Adult Circulation Librarian	16	N
Technical Services - Cataloguer	14	N
Technical Services - Circulation Assistant	14	N
Administrative Assistant	12	N
Traffic Technician	12	N
Animal Control Officer	11	N
Administrative Secretary	10	N
Recreation Coordinator	16	N
Sports Complex Crewleader	14	N
Parks Crewleader	14	N
Recreation Maintenance Specialist	12	N
Parks Specialist	12	N
Administrative Assistant	12	N
Administrative Secretary	10	N
Building Official	19	N
Code Enforcement Officer	14	N
Engineering Technician	16	N
Administrative Assistant	12	N
Administrative Secretary	10	N
Heavy Equipment Operator	13	N
Mechanic	13	N
Truck Driver and Equipment Operator	12	N
Refuse Collector/Driver	11	N
Landfill Scale Master	10	N

POSITION	GRADE	FLSA
Administrative Secretary	10	N
Water Services Supervisor	17	N
Water Operator I	12(2)	N
Water Maintenance Worker	10	N
Wastewater Treatment Supervisor	17	N
Wastewater Collection Supervisor	17	N
Wastewater Operator I	12(2)	N
Wastewater Worker	10	N

² Move to grade 13 with possession of Class II license license.

City of Mitchell 2020 Compensation Plan																																				
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	Grade		
1	23,962	24,262	24,562	24,872	25,183	25,498	25,817	26,139	26,466	26,797	27,132	27,471	27,815	28,162	28,514	28,871	29,232	29,597	29,967	30,342	30,721	31,105	31,494	31,887	32,286	32,689	33,098	33,512	33,931	34,355	34,784	35,219	35,659	36,105	1	
2	25,176	25,490	25,809	26,132	26,458	26,789	27,124	27,463	27,806	28,154	28,506	28,862	29,223	29,588	29,958	30,332	30,711	31,095	31,484	31,878	32,276	32,679	33,086	33,502	33,920	34,344	34,774	35,208	35,644	36,094	36,545	37,002	37,465	37,933	2	
3	26,450	26,781	27,115	27,454	27,798	28,145	28,497	28,853	29,214	29,579	29,949	30,323	30,702	31,086	31,474	31,868	32,266	32,670	33,078	33,491	33,910	34,334	34,763	35,198	35,638	36,083	36,534	36,991	37,453	37,921	38,395	38,875	39,361	39,853	3	
4	27,789	28,136	28,488	28,844	29,205	29,570	29,940	30,314	30,693	31,076	31,465	31,858	32,256	32,650	33,048	33,451	33,859	34,272	34,689	35,107	35,527	35,951	36,380	36,813	37,251	37,689	38,132	38,580	39,033	39,491	39,954	40,422	40,894	41,364	41,841	4
5	29,196	29,561	29,930	30,305	30,683	31,067	31,455	31,848	32,247	32,650	33,058	33,471	33,889	34,313	34,742	35,176	35,616	36,061	36,512	36,968	37,430	37,898	38,377	38,862	39,357	39,859	40,377	40,901	41,431	41,968	42,511	43,059	43,612	44,170	5	
6	30,674	31,057	31,446	31,839	32,237	32,640	33,048	33,461	33,879	34,302	34,731	35,165	35,605	36,050	36,501	36,957	37,419	37,887	38,360	38,840	39,325	39,814	40,314	40,818	41,329	41,845	42,368	42,898	43,434	43,977	44,527	45,083	45,647	46,217	6	
7	32,227	32,650	33,078	33,511	33,959	34,423	34,891	35,365	35,844	36,329	36,819	37,314	37,814	38,319	38,829	39,344	39,864	40,389	40,919	41,454	41,994	42,539	43,089	43,644	44,204	44,769	45,339	45,914	46,494	47,079	47,669	48,264	48,864	49,464	50,069	7
8	33,858	34,282	34,710	35,144	35,583	36,028	36,478	36,934	37,396	37,864	38,337	38,816	39,301	39,792	40,290	40,794	41,303	41,818	42,342	42,872	43,408	43,950	44,500	45,056	45,619	46,189	46,767	47,351	47,943	48,542	49,149	49,764	50,386	51,015	8	
9	35,572	36,017	36,467	36,923	37,385	37,852	38,325	38,804	39,289	39,780	40,278	40,781	41,291	41,807	42,330	42,859	43,394	43,937	44,486	45,042	45,605	46,175	46,752	47,337	47,929	48,528	49,134	49,748	50,370	51,000	51,637	52,283	52,936	53,598	9	
10	37,373	37,840	38,313	38,792	39,277	39,768	40,265	40,769	41,278	41,794	42,317	42,846	43,381	43,923	44,473	45,028	45,591	46,161	46,738	47,322	47,914	48,513	49,119	49,733	50,355	50,984	51,622	52,267	52,920	53,582	54,252	54,930	55,616	56,312	10	
11	39,265	39,756	40,253	40,756	41,266	41,782	42,304	42,833	43,368	43,910	44,459	45,015	45,577	46,147	46,724	47,308	47,899	48,498	49,104	49,718	50,340	50,969	51,606	52,251	52,904	53,565	54,235	54,913	55,599	56,294	56,998	57,711	58,432	59,162	11	
12	41,253	41,769	42,291	42,820	43,355	43,897	44,445	45,001	45,563	46,133	46,710	47,294	47,885	48,483	49,089	49,703	50,324	50,953	51,590	52,235	52,888	53,549	54,218	54,896	55,582	56,277	56,981	57,693	58,414	59,144	59,884	60,632	61,390	62,157	12	
13	43,342	43,883	44,432	44,987	45,550	46,119	46,695	47,279	47,870	48,469	49,074	49,688	50,309	50,938	51,574	52,219	52,872	53,533	54,202	54,879	55,565	56,260	56,963	57,675	58,396	59,126	59,865	60,614	61,371	62,138	62,915	63,702	64,498	65,304	13	
14	45,536	46,105	46,681	47,265	47,856	48,454	49,059	49,673	50,294	50,922	51,559	52,203	52,856	53,516	54,185	54,863	55,549	56,243	56,946	57,658	58,378	59,108	59,847	60,595	61,353	62,119	62,896	63,682	64,478	65,284	66,100	66,926	67,763	68,610	14	
15	47,841	48,439	49,044	49,658	50,278	50,907	51,543	52,187	52,840	53,500	54,169	54,846	55,532	56,226	56,939	57,660	58,391	59,130	59,879	60,637	61,404	62,181	62,967	63,763	64,569	65,384	66,208	67,041	67,883	68,735	69,597	70,469	71,351	72,244	15	
16	50,263	50,891	51,527	52,171	52,824	53,484	54,152	54,829	55,515	56,209	56,911	57,623	58,343	59,072	59,811	60,558	61,315	62,082	62,858	63,643	64,439	65,244	66,060	66,886	67,722	68,568	69,425	70,293	71,172	72,062	72,962	73,874	74,798	75,733	16	
17	52,807	53,468	54,136	54,813	55,498	56,191	56,894	57,605	58,325	59,054	59,792	60,540	61,296	62,063	62,838	63,624	64,419	65,225	66,040	66,865	67,701	68,547	69,404	70,272	71,150	72,040	72,940	73,852	74,775	75,710	76,656	77,614	78,584	79,567	17	
18	55,481	56,174	56,877	57,587	58,307	59,036	59,774	60,521	61,278	62,044	62,819	63,605	64,400	65,205	66,020	66,845	67,680	68,527	69,383	70,250	71,129	72,018	72,918	73,829	74,752	75,687	76,633	77,591	78,560	79,542	80,537	81,543	82,563	83,595	18	
19	58,290	59,018	59,756	60,503	61,259	62,025	62,800	63,585	64,380	65,185	66,000	66,825	67,660	68,506	69,362	70,229	71,107	71,996	72,896	73,807	74,729	75,663	76,609	77,567	78,536	79,518	80,512	81,519	82,538	83,569	84,614	85,672	86,742	87,827	19	
20	61,240	62,006	62,781	63,566	64,360	65,165	65,979	66,804	67,639	68,485	69,341	70,208	71,085	71,974	72,873	73,784	74,707	75,640	76,586	77,543	78,513	79,494	80,488	81,494	82,512	83,544	84,588	85,645	86,716	87,800	88,897	90,009	91,134	92,273	20	
21	64,340	65,136	65,941	66,756	67,581	68,416	69,261	70,116	70,981	71,856	72,741	73,636	74,541	75,456	76,381	77,316	78,261	79,216	80,181	81,156	82,141	83,136	84,141	85,156	86,181	87,216	88,261	89,316	90,381	91,456	92,541	93,636	94,741	95,856	21	
22	67,598	68,413	69,238	70,073	70,918	71,773	72,638	73,513	74,398	75,293	76,198	77,113	78,038	78,973	79,918	80,873	81,838	82,813	83,798	84,793	85,808	86,833	87,868	88,913	89,968	91,033	92,108	93,193	94,288	95,393	96,508	97,633	98,768	100,000	22	
23	71,066	71,901	72,746	73,601	74,466	75,341	76,226	77,121	78,026	78,941	79,866	80,801	81,746	82,701	83,666	84,641	85,626	86,621	87,626	88,641	89,666	90,701	91,746	92,801	93,866	94,941	96,026	97,121	98,226	99,341	100,466	101,601	102,746	103,901	23	
24	74,944	75,809	76,684	77,569	78,464	79,369	80,284	81,209	82,144	83,089	84,044	85,009	85,984	86,969	87,964	88,969	89,984	90,999	92,024	93,059	94,104	95,159	96,224	97,299	98,384	99,479	100,584	101,699	102,824	103,959	105,104	106,259	107,424	108,599	24	
25	79,000	79,885	80,780	81,685	82,600	83,525	84,460	85,405	86,360	87,325	88,300	89,285	90,270	91,265	92,270	93,285	94,300	95,325	96,350	97,385	98,420	99,465	100,520	101,585	102,650	103,725	104,800	105,885	106,970	108,065	109,160	110,265	111,370	112,485	25	
26	83,240	84,145	85,060	85,985	86,920	87,865	88,820	89,785	90,750	91,725	92,710	93,705	94,700	95,705	96,710	97,725	98,740	99,765	100,790	101,825	102,860	103,905	104,950	105,995	107,050	108,105	109,170	110,245	111,320	112,405	113,490	114,585	115,680	116,785	26	
27	87,766	88,681	89,606	90,541	91,486	92,441	93,406	94,381	95,366	96,361	97,366	98,381	99,406	100,441	101,486	102,541	103,606	104,681	105,766	106,861	107,966	109,081	110,206	111,341	112,486	113,641	114,806	115,981	117,166	118,361	119,566	120,781	122,006	123,241	124,486	27