

AGREEMENT BETWEEN THE CITY OF MANITOWOC AND  
DEPARTMENT OF PUBLIC WORKS EMPLOYEES FOR 2018

This Agreement is entered into by and between the City of Manitowoc, Wisconsin, a corporate municipality in the State of Wisconsin, hereinafter referred to as the "Employer", and the General Teamster Union Local 662 affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union."

The Employer recognizes the Union as the bargaining agents in the matter of base wages for the employees of the Department of Public Works of the City of Manitowoc, excluding professional, supervisory, managerial and confidential employees. This agreement extends only to total base wages, as any other subject of bargaining is prohibited by Wis. Stat. sec. 11.70(4)(mb)(1). It is understood and agreed that if any article or portion of this agreement is in conflict with the statutes of the State of Wisconsin, such article or portion shall be declared invalid.

The Employer met its obligation to bargain base wages with the Union. The Employer offered a 0% base wage increase in 2018. The Union employees will follow the pay scale set forth in the employee policy manual, including any annual wage increases or lump sum payments in accordance to the policy manual. The pay scale was not bargained and is imposed by the City on all employees other than those in public safety or transit positions.

This agreement shall become effective on January 1, 2018 and remain in force and effect through December 31, 2018. Before the expiration of this agreement, the Union will notify the City its desire to enter into bargaining as provided for under the law.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the 18<sup>th</sup> day of September, 2017.

CITY OF MANITOWOC  
BARGAINING COMMITTEE

TEAMSTERS UNION LOCAL 662

By: Justin M. Nickels  
Justin M. Nickels  
Mayor

By: Beth Kirchman  
Beth Kirchman  
Business Representative

By: Jessie Lillibridge  
Jessie Lillibridge  
HR Director

9-15-17

Attest:

Deborah Neuser

City Clerk/~~Deputy Director~~