

SUPPLEMENTAL AGREEMENT  
TO THE CITY OF SOUTH BEND -  
TEAMSTERS LOCAL UNION NO. 364 AGREEMENT

DEPARTMENT OF VENUES PARKS & ARTS

*Golf Course Work Group  
Maintenance Work Group  
Recreational Centers Work Group  
Skilled Trades Work Group  
Tree Crew Work Group*

This Supplemental Agreement is entered into between the City of South Bend and Teamsters Local Union No. 364 as a supplement to the Master Agreement entered into between the parties and made effective January 1, 2025.

A. WAGES

1. Wages in the following classifications will be paid as follows:

	2024 Rate \$	2024 Effective Rate* \$	2025 Rate \$	2026 Rate \$	2027 Rate \$	2028 Rate \$
<i>Staff Positions :</i>						
Arborist I	21.53		23.47	24.17	24.90	25.64
Arborist II	23.40		25.51	26.27	27.06	27.87
Arborist/Weed Control	20.71		22.57	23.25	23.95	24.67
Asst Greens Superintendent	21.02		22.91	23.60	24.31	25.04
Athletic Field Maintenance	19.61		21.37	22.02	22.68	23.36
Bldg Mtce -- Custodian & Laborer	17.87		19.48	20.06	20.66	21.28
Bldg & Structural Maintenance I	22.58		24.61	25.35	26.11	26.89
Bldg & Structural Maintenance II	23.40		25.51	26.27	27.06	27.87
Construction Maintenance/Carpente r I	21.87		23.84	24.55	25.29	26.05
Construction Maintenance/Carpenter II	22.58		24.61	25.35	26.11	26.89

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Construction Maintenance/Carpenter III	23.40		25.51	26.27	27.06	27.87
Construction Maintenance/Mason	22.58		24.61	25.35	26.11	26.89
Construction Maintenance/Welder	22.58		24.61	25.35	26.11	26.89
Electrician - Park	23.40		25.51	26.27	27.06	27.87
Equipment Operator II - Park	19.40		21.15	21.78	22.43	23.11
General Laborer	17.87		19.48	20.06	20.66	21.28
Group Leader – Centralized Mowing	20.71		22.57	23.25	23.95	24.67
Group Leader – Co Line Trail	20.71		22.57	23.25	23.95	24.67
Group Leader – Howard Park	20.71		22.57	23.25	23.95	24.67
Group Leader - Recreation	20.71		22.57	23.25	23.95	24.67
Group Leader – Rum Village	20.71		22.57	23.25	23.95	24.67
Group Leader – Street Island	20.71		22.57	23.25	23.95	24.67
Group Leader - Leeper	20.71		22.57	23.25	23.95	24.67
Group Leader - Plaza	20.71		22.57	23.25	23.95	24.67
Group Leader - Custodian	20.71		22.57	23.25	23.95	24.67
Head Custodian	18.65		20.33	20.94	21.57	22.21
Heavy Equipment Operator I	21.02		22.91	23.60	24.31	25.04
Heavy Equipment Operator II	21.53		23.47	24.17	24.90	25.64
Job Leader	22.13		24.12	24.85	25.59	26.36
Job Leader – Mechanic	22.13	24.13	26.30	27.09	27.90	28.74
VPA Mechanic – Garage	21.61	23.61	25.73	26.51	27.30	28.12
VPA Mechanic – Golf	21.61	23.61	25.73	26.51	27.30	28.12
Operator I	18.83		20.52	21.14	21.77	22.43
Painter IV	21.25		23.16	23.86	24.57	25.31
Plumber IV - Park	23.40		25.51	26.27	27.06	27.87

\*2024 Effective Rate is included for the purposes of calculating future wages, and does not reflect wages paid in 2024.

2. A recognition program for licenses and certifications for certain jobs shall be established by a committee consisting of management and Bargaining Unit

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Employees. It is recognized that it is difficult to put a certification and license program together for Employees in the Department of Venues Parks & Arts because of the limited number of licenses which are available for such Employees. Employee shall receive a thirty cents (\$.30) per hour increase to his or her wages for each approved license or certification received. However, Employee must receive prior approval from the abovementioned committee in order to receive such certification pay. Any certifications or licenses received by Employee without prior committee approval will not be eligible for certification pay.

3. A tool allowance of eight hundred (\$800.00) dollars per person is to be paid for Mechanic IVs, Electricians, Construction Maintenance, Building/Structural Maintenance, Painters, Job Leader - Mower Shop, and Plumbers.
4. Employees may carry over 2 days of vacation to be used within the first three months of the following year. Vacation requests are subject to the Manager's approval with regards to leaving the work group shorthanded.
5. Employees in the Department of Venues, Parks & Arts shall be compensated at double time (2x) their hourly rate for snow control performed on Sunday. To receive double time pay under this provision, the employee must work the majority (50% or greater) of their assigned shift on Sunday.
6. Employees assigned to operate the VPA trash truck(s) and its associated trash collection services will be paid at the rate of the Solid Waste Driver in the Solid Waste Supplemental when such employees are operating the VPA trash trucks.
7. Employees validly holding a CDL shall receive premium pay as follows, according to the level of CDL the employee holds:
  - a. Class A: \$1.00 per hour
  - b. Class B: \$0.75 per hour
8. Electrician – Park and Plumber – Park Employees in the Department of Venues Parks & Arts shall receive Three Dollars and Thirty Cents (\$3.30) per hour as license premium pay while having a current license. If the Employee was reimbursed by the City for the training, the Employee shall reimburse the City for the cost of the training if they leave employment with the City within three (3) years of receiving the license, pursuant to the terms of Section F of this Supplemental.

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**B. HOURS OF WORK**

1. It is recognized by the party that the Department of Venues Parks & Arts is a continuous twenty-four (24) hour per day, seven (7) day per week operation. The normal work schedule shall be eight (8) hours per day, five (5) days per week, Monday through Friday.

The Employer and the Union acknowledge that with the implementation Daylight Savings Time it may be necessary for the Employer to adjust the hours of work in order to provide for a safe and efficient working environment for Employees. The Employer shall provide notice to Employees prior to any adjustment in hours of work.

2. Seven-day work week schedules are available for the following positions: Custodians, Maintenance, Recreation crews and golf courses. The Department of Venues Parks & Arts may use Temporary Employees as is necessary for Custodians, Maintenance garage, Recreation crews and golf courses, as required. The bargaining unit specifically waives its right to grieve the use of Temporary Employees in such positions. The Department of Venues, Parks & Arts shall provide and post overtime hours monthly and distribute the overtime as equally as possible.
3. If an Employee is called in on the Employee's day off on a Sunday for an emergency, the Employee shall receive double time for all work performed on that day.

**C. UNIFORMS**

Employees will follow the VPA Uniform Policy which shall continue to be at the Employer's expense. The Employer agrees to include Stewards in any decisions which change this policy. All Employees shall wear clean uniforms as provided by the Employer.

The Employer shall designate the specifications for all safety shoes and safety-related equipment and clothing.

Employer will continue past practice of providing safety gloves and rubber boots for Employees requiring same due to nature of Employee's work. Employer will make coveralls available to Employee requiring same due to nature of Employee's work.

**D. SAFETY AND HEALTH**

1. The Department of Venues Parks & Arts shall provide Employees with rubber pack gloves. Old gloves need to be turned in to receive replacement gloves. Cost of replacing lost gloves shall be borne by the Employee.
2. The Department of Venues Parks & Arts shall allow Employees of that Department to wear shorts (uniform shorts) at no cost to the Employer whenever such attire is not in violation of 10.S.H.A. Guidelines, and is also consistent with the City's Personnel Policies and Procedures.
3. The Department of Venues Parks & Arts shall establish an Apprenticeship and Training Committee to make recommendation to Employer concerning in-house and contractual training related to safety and employee development programs.
4. The Department of Venues Parks & Arts shall offer in-services training for Employees

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of the Department on such topics as disease control methods as often as possible.

5. Employees shall have the right to voice opinions about job site set-up or safety issues before starting work without threat of disciplinary action.

E. WORKING CONDITIONS

Work routinely performed by the Department of Venues, Parks & Arts bargaining unit employees will not be performed by supervisory personnel. This does not include emergency work, instructional necessity, and work of a "de minimis," non-routine and infrequent nature.

F. TRAINING

The City will provide certain pre-approved training for Employees in an amount not to exceed Five Thousand Dollars (\$5,000.00). The Employee shall have the responsibility to prepare for and attend training courses as required by the training program. Employees attending training must have their supervisor's prior approval. If training is mandatory (i.e., required by the City), the Employee shall be paid at their regular rate for actual hours of training plus actual travel time to and from the workplace. If training is elected by the Employee (i.e., optional), the Employee shall be paid at their regular rate for the actual hours of training, not to exceed eight (8) hours in a given day.

Once the Employee attends training designated under this Section, if the cost of training is less than Two Thousand Five Hundred Dollars (\$2,500.00), the Employee shall remain in the employ of the City for a period of at least one (1) year, or pay back to the City an amount to be determined by management, which reflects the cost of such training through either payroll deduction on the Employee's final paycheck or by agreement between the City and Employee. If the training designated under this Section exceeds a total cost of Two Thousand Five Hundred Dollars (\$2,500.00), the Employee shall remain in the employ of the City for two (2) years, or pay back to the City an amount to be determined by management, which reflects the cost of such training, as set forth above. If the Employee leaves employment with the City after being enrolled in the training but prior to completing the training, the Employee shall also be responsible for paying back to the City the cost incurred by the City for the training as set forth above. Newly hired Employees will be advised of this obligation at the time of hire.

[SIGNATURE PAGE FOLLOWS]

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This Supplemental Agreement shall be in full force and effect, together with all other provisions of the City of South Bend - Teamsters Local Union No. 364 Agreement not herein modified, from January 1, 2025 until December 31, 2028, and will continue in full force and effect from year to year thereafter, unless notice in writing is given by either party at least sixty (60) days prior to June 1, 2028 or June 1 of any year thereafter to modify non-economic items in said Agreement.

**CITY OF SOUTH BEND, INDIANA**

**TEAMSTERS LOCAL UNION NO. 364**  
**Affiliated with the**  
**International Brotherhood**  
**of Teamsters of America**

\_\_\_\_\_  
James Mueller, Mayor

\_\_\_\_\_  
Robert R. Warnock, III, President

**BOARD OF PARK COMMISSIONERS**

\_\_\_\_\_  
Mark Neal, President

\_\_\_\_\_  
Consuela Hopkins, Member

\_\_\_\_\_  
Sam Centellas, Member

\_\_\_\_\_  
Georgianne Walker, Member

ATTEST:

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Anastasia Smith-Davis, Clerk

*(Signature Page to Supplemental Agreement between City of South Bend and  
Teamsters Local Union No. 364, Venues, Parks & Arts )*