

SECTION 16 MANUAL REVISIONS

| Date | Section | Summary of Changes |
|------------------|---|--|
| January 22, 2014 | 3.15 Employment of Relatives | Add sub-item 5 . |
| March 26, 2014 | 1.08 Definition of Terms | Add Bin Truck and Solids Hauling |
| March 26, 2014 | 3.17 Uniforms, Personal Protective Equipment, and Safety Footwear Allowance | Revise annual limit for safety-toe footwear to \$225 |
| March 26, 2014 | SECTION 6 COMPENSATION | Add 6.08 Solids-Hauling Pay |
| March 26, 2014 | 7.03 Life Insurance | Revise Life Insurance benefit to \$50,000 |
| May 27, 2015 | 4.01 Non-Regular Employees 8.03 Sick Leave | Add sick leave benefits for Non-Regular employees as mandated by law |
| May 27, 2015 | 8.07 Bereavement Leave | Revise Immediate Family to “family relative” |
| April 24, 2016 | 8.05 Compensatory Time | Revise maximum accrual to 120 hours |
| December 7, 2016 | SECTION 7 COMPENSATION – EMPLOYEE BENEFITS | Add 7.08 Wellness Program |
| December 7, 2016 | SECTION 8 LEAVE, VACATION AND HOLIDAYS | Add 8.03 2.D) Sick Leave Use |