

FOP Contract – Proposed Changes

Section 9.2 is amended to add the following:

- 9.2 Employees whose anniversary date falls on or between the period of July 1, 1999 and September 30, 1999, and who elect to enter the DROP on October 1, 1999 (make application by September 1, 1999) will be paid for accrued vacation forfeited on their most recent anniversary date (July-September 1999). Payment for the amount forfeited will be at the employee's regular straight time rate of pay in effect at the time of forfeiture. This payment would be included with, and considered the equivalent of, compensation for annual leave upon entry into the DROP, as described in Section 9.9.

Section 9.9 is amended to read as follows:

- 9.9 Upon termination of employment, or upon entry into a DROP, the employee shall be entitled to compensation for any earned but unused vacation leave to his/her credit at the employee's permanent rate of pay at the time (except for DROP participant forfeitures occurring between July 1, 1999 and September 30, 1999. See 9.2) of termination or entry into a DROP. All employees who elect to participate in the DROP will have the one time option, with the election to enter the DROP, of retaining all or a portion of their vacation balance to be used during participation in the

DROP, or receiving, at that time, compensation for some or all of the balance.

Section 12.13 is amended to read as follows:

12.13 Except as provided below, upon termination of employment, accumulated, unused sick leave appearing on the employee's record in the Human Resources Department may be converted to additional service credit for determining pension benefits. Each such day of unused sick leave shall be converted to one (1) full day of additional employment of service credit, unless otherwise provided. Upon entering into the DROP, employees may elect to apply unused sick leave hours to attain the requisite years of credited service for eligibility, to provide for additional credited service, or retain some or all of their unused sick leave for use during their employment while participating in the DROP. Any unused sick leave remaining at the expiration of the DROP participation or period will be forfeited.

Article 16, Longevity Pay, is deleted in its entirety and replaced with the following:

16.1 Longevity pay shall be administered in accordance with Chapter 2, Article VII, Division 3, of the Gainesville Code of Ordinances.

Section 30.1 is amended to read as follows:

30.1

Effective on the first pay period in October 1998, employees covered by this Agreement being paid within the pay range of the appropriate classification shall receive a general increase of 3% in their individual rates of pay and at the same time the maximum for all assigned ranges for each classification shall be increased by 1.5%. Effective on the first full pay period in October 1999, employees covered by this agreement being paid within the pay range of their appropriate classifications shall have a general increase of 3% of their individual rates of pay and at the same time the maximum of all assigned ranges for each classification shall be increased by 1.5%. Effective on the first full pay period in October 2000, employees covered by this agreement being paid within the pay range of their appropriate classifications shall have a general increase of three percent (3%) of their individual rates of pay. The maximum of all assigned ranges for each classification shall not be increased (see Exhibit 1), all contingent upon ratification. An employee entering a DROP may elect to forego receipt of any future general salary increases effective after entry into the DROP, for as long as the employee is participating in the DROP, as provided in Article VII, Division 3, of the Code of Ordinances.

Effective date for all of the above is July 15, 1999, except 9.2 has a retroactive application to July 1, 1999.