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ARTICLE 14

HOURS OF WORK AND OVERTIME PAYMENT

14.5 H. In the event there are more overtime assignments than operators on the overtime list, the City retains the right to assign overtime work. All such overtime will be assigned in a full rotation therein inverse order of seniority beginning with the junior-most temporary standby operator and then regular operators with bidded runs who have not previously been drafted to work assigned overtime in the current rotation, have not worked overtime in the current week (excluding overtime that is built-in to a bid), and are available to fill the entire piece of work or the remainder of the open work. Employees whose bid includes built-in overtime are not excused from the drafting requirements of this provision.

Note: The employee performing the dispatch function will log all overtime call attempts. His/her log will be used as the official document in resolving disputes over who was or was not called for overtime. This log will contain the name of the operator called, the date and time of the call as well as the initials of the person making the call.

ARTICLE 21

LEAVE OF ABSENCE WITH OR WITHOUT PAY

21.13 Paid Parental Leave
Employees covered by this Agreement shall be eligible for Paid Parental Leave in accordance with HR Policy L-2: General Leave Policies. Only covered events occurring on or after the final ratification of this amendment shall qualify an employee for Paid Parental Leave absence.

ARTICLE 31

WAGES

31.1 Pay Range Adjustments and General Increases

A. Effective the beginning of the first full pay period in October 2018, the pay range maximums shall be increased six and one-half percent (6½%), as reflected in Exhibit A.

Effective the beginning of the first full pay period in January 2019, the pay rate for the Transit Operator Trainee shall be increased to \$13.25 per hour. In addition, effective the first full pay period in January 2019, the pay range minimum for the Transit Operator shall be increased to \$13.50 per hour.

Effective the beginning of the first pay period following ratification of this amendment or October 7, 2019, whichever later occurs, pay ranges shall be adjusted as reflected in Exhibit A. There shall be no Pay Range Adjustments after ~~January 2019~~the expiration of this Agreement, unless and until there is a new Agreement in effect providing for such ~~increases~~adjustments.

B. Effective the beginning of the first full pay period in October 2018, employees covered by this Agreement, except those participating in the DROP and those classified as Transit Operator Trainee, shall have their individual base rate of pay increased by six and one-half percent (6½%) of their individual rate of pay.

There shall be no General Increases after October 2018, unless and until there is a new Agreement in effect providing for such increases.

C. ~~Either party may, upon written notification to the other party, reopen this paragraph (31.1) for negotiation one time during the term of this Agreement (October 1, 2018 — September 30, 2021).~~

~~D.~~ Deferred Retirement Option Program (DROP):

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1 Deferred Retirement Option Program (DROP) participants are not
2 eligible for increases beyond the top of their individual salary ranges
3 as they existed at the time of their entry into the DROP unless
4 otherwise provided for in their Application for Deferred Retirement
5 Option Program document.

6
7 31.2 Performance Safety Incentives

8 There shall be no Performance Safety Incentives during the term of this
9 Agreement, and no Performance Safety Incentives after the expiration of
10 this Agreement, unless and until there is a new Agreement in effect
11 providing for such increases.

12 31.3 A. Promotion:

13 When an employee is promoted his/her salary shall be advanced to a rate
14 that would provide a five percent (5%) increase in pay or to the beginning of
15 the new range, whichever is greater. For any member promoted after
16 October 7, 2019 and on or before September 20, 2021, this promotional
17 increase shall be computed only after adding any remaining Transitional
18 Wage Increase amount to the employee's base rate of pay, as provided in
19 31.6. below.

B. Transfer:

There shall be no immediate change in the salary rate of an employee who is transferred. If an employee is transferred to a position in a class having a higher pay grade, such change is a promotion.

C. Temporary Assignments:

When an employee is assigned to perform work for a position in a job classification with a lower pay grade on a temporary basis, the employee shall not suffer a decrease in pay.

D. Demotion:

When an employee is demoted to a position in a job classification with a lower pay grade, the employee shall be paid within the approved pay grade of the classification with the lower pay grade. The rate of pay shall be set by the Human Resources Director.

31.4 Merit or Performance Increases:

A. Effective October 1, 2018 through September 30, 2021, there will be no Merit or Performance Increases.

B. For regular (non-probationary) employees, the review period is a one-year period from October 1 through September 30. Employees will continue to be reviewed, but there will be no Merit or Performance Increases associated with these reviews.

C. There shall be no Merit or Performance Increases during the term of this Agreement and no Merit or Performance Increases after the term of This Agreement unless and until there is a new Agreement in effect providing for such increases.

31.5 Living Wage

A. Effective the beginning of the first full pay period in January 2019, employees being paid an hourly rate that is less than \$13.25 shall have their base rate increased to \$13.25 per hour.

- B. Effective the beginning of the first full pay period in January 2019, no employee shall be hired at a base rate of pay that is less than \$13.25 per hour.
- C. Effective the beginning of the first full pay period following ratification of this amendment, or October 7, 2019, whichever later occurs, no employee shall be hired at, or be paid, a base rate of pay that is less than \$13.75 per hour.
- D. Effective the beginning of the first full pay period in October 2020, no employee shall be hired at, or be paid, a base rate of pay that is less than \$14.25 per hour.
- E. Effective the beginning of the last pay period in September 2021, no employee shall be hired at, or be paid, a base rate of pay that is less than \$14.75 per hour.
- F. There shall be no increase to the Living Wage after the adjustments provided in this paragraph (31.5.A.) above, unless and until there is a new Agreement in effect providing for such an increase.

31.6 Transitional Wage Increases

- A. Employees covered by this Agreement, employed on or before October 1, 2019, shall have their years in position (YIP) computed to the nearest 1/100th as of October 1, 2019. This value shall serve as the basis for determining an employee's Market Threshold and the total value of his/her Transitional Wage Increase. Market Threshold shall be computed as follows:
- $(\text{New pay grade midpoint} - \text{new market minimum}) \div 7 = \text{value of one full year in position (YIP)}$.
 - $\text{Employee's YIP} \times \text{value of one full year in position} = \text{Market Threshold, limited by the new pay grade midpoint}$.
- B. Employees hired after October 1, 2019 shall not be eligible for the October 2019 Transitional Wage Increases described in this paragraph (31.6). Employees hired after October 1, 2019 shall only be eligible for Transitional Wage Increases of 5.5% of base pay, or an increase to the new fiscal year

minimum, whichever is greater, on October 5, 2020 and/or September 20, 2021. Employees hired after September 20, 2021 shall not be eligible for increases provided in this paragraph (31.6).

- C. Except as provided in 31.6.E. below, an eligible employee's Transitional Wage Increase shall be equal to the difference between his/her base salary as of October 1, 2019, and his/her Market Threshold, limited by the new pay grade midpoint, as described in Table 1.
- D. The Transitional Wage Increase, if any, will be added to any eligible employee's base rate of pay in three installments, as provided in Table 1, unless that employee moves to a different classification during the period of implementation.
- E. In the event an otherwise eligible employee's initial computed installment of the Transitional Wage Increase is less than 5.5%, he/she shall receive a base rate increase equal to 5.5% for the first installment. In addition, such employees shall receive base rate increases as provided in Table 1.
- F. There shall be no Transitional Wage Increases after September 2021, and no Transitional Wage Increases beyond the term of this Agreement, unless and until there is an Agreement in effect providing for such increases.
- G. Perfect Attendance Bonus
Effective the pay periods beginning October 7, 2019; October 5, 2020; and September 20, 2021; each member who achieves perfect attendance shall receive a two hundred fifty dollar (\$250) bonus. For purposes of interpretation, perfect attendance shall be defined as no unscheduled time off or tardies (justified or not) for the preceding 26 pay periods, inclusive of drafted overtime. Bonuses paid under this provision shall be paid one time for each year the bonus is earned. There shall be no Perfect Attendance Bonuses beyond the term of this Agreement, unless and until there is an Agreement in effect providing for such bonuses.

H. In the event an employee is subject to an income deduction order, the City shall charge the employee an administrative fee, or fees, in accordance with limits established by law.

Table 1

<u>Transitional Wage Increases*</u>	<u>Effective Date</u>	<u>Amount</u>	<u>Basis</u>
<u>First Installment</u>	<u>October 7, 2019</u>	<u>Not less than 5.5%</u>	<u>Market threshold/3</u>
<u>Second Installment</u>	<u>October 5, 2020</u>		<u>1st Installment + 1%</u>
<u>Third Installment</u>	<u>September 20, 2021</u>		<u>2nd Installment + 1%</u>

Exhibit A

Pay Plan Index

3008	Account Clerk, RTS	<u>RC510</u>
3009	Account Clerk, Senior - RTS	<u>RC712</u>
1144	Clerk 1, RTS	<u>RC28</u>
5014	Custodial Worker, RTS	<u>RC47</u>
9504	Customer Service Support Specialist 1-RTS	<u>RC511</u>
7219	Dispatcher, RTS	RC6
9605	Fleet Mechanic I, RTS	<u>RC712</u>
9609	Fleet Mechanic II, RTS	<u>RC813</u>
5037	Maintenance Worker I, RTS	<u>RC17</u>
5042	Maintenance Worker III, RTS	<u>RC59</u>
3211	Parts Specialist, RTS	<u>RC59</u>

Amendment to ATU 2018-2021
October 3, 2019

1148	Staff Specialist RTS	RC612
9501	Transit Operator	R2
9507	Transit Operator Trainee	R1
9623	Transit Vehicle Collision Repair Technician	RC813
9627	Vehicle Service Attendant, RTS	RC37

City of Gainesville
FY2018 — 2019 Pay Plan
Regional Transit System
Effective 10/8/2018

<u>Grade</u>	<u>Hourly Minimum</u>	<u>Hourly Midpoint</u>	<u>Hourly Maximum</u>	<u>Annual Minimum</u>	<u>Annual Midpoint</u>	<u>Annual Maximum</u>
<u>R1</u>	<u>\$12.7500</u>	<u>-</u>	<u>-</u>	<u>\$26,520.00</u>	<u>-</u>	<u>-</u>
<u>R2</u>	<u>\$12.7500</u>	<u>\$16.4685</u>	<u>\$20.1870</u>	<u>\$26,520.00</u>	<u>\$34,254.48</u>	<u>\$41,988.96</u>
<u>RC1</u>	<u>\$12.7500</u>	<u>\$13.8908</u>	<u>\$15.0315</u>	<u>\$26,520.00</u>	<u>\$28,892.86</u>	<u>\$31,265.52</u>
<u>RC2</u>	<u>\$12.7500</u>	<u>\$14.4920</u>	<u>\$16.2339</u>	<u>\$26,520.00</u>	<u>\$30,143.36</u>	<u>\$33,766.51</u>
<u>RC3</u>	<u>\$12.7500</u>	<u>\$15.1415</u>	<u>\$17.5329</u>	<u>\$26,520.00</u>	<u>\$31,494.32</u>	<u>\$36,468.43</u>
<u>RC4</u>	<u>\$12.7500</u>	<u>\$15.9659</u>	<u>\$19.1817</u>	<u>\$26,520.00</u>	<u>\$33,209.07</u>	<u>\$39,897.94</u>
<u>RC5</u>	<u>\$13.5923</u>	<u>\$17.2114</u>	<u>\$20.8305</u>	<u>\$28,271.98</u>	<u>\$35,799.71</u>	<u>\$43,327.44</u>
<u>RC6</u>	<u>\$14.8156</u>	<u>\$18.7605</u>	<u>\$22.7054</u>	<u>\$30,816.45</u>	<u>\$39,021.84</u>	<u>\$47,227.23</u>
<u>RC7</u>	<u>\$16.1490</u>	<u>\$20.4489</u>	<u>\$24.7488</u>	<u>\$33,589.92</u>	<u>\$42,533.71</u>	<u>\$51,477.50</u>
<u>RC8</u>	<u>\$17.6023</u>	<u>\$22.2893</u>	<u>\$26.9762</u>	<u>\$36,612.78</u>	<u>\$46,361.74</u>	<u>\$56,110.50</u>

City of Gainesville
FY2018 — 2019 Pay Plan
Regional Transit System
Effective 1/14/2019

<u>Grade</u>	<u>Hourly Minimum</u>	<u>Hourly Midpoint</u>	<u>Hourly Maximum</u>	<u>Annual Minimum</u>	<u>Annual Midpoint</u>	<u>Annual Maximum</u>
<u>R1</u>	<u>\$13.2500</u>	<u>-</u>	<u>-</u>	<u>\$27,560.00</u>	<u>-</u>	<u>-</u>
<u>R2</u>	<u>\$13.5000</u>	<u>\$16.8435</u>	<u>\$20.1870</u>	<u>\$28,080.00</u>	<u>\$35,034.48</u>	<u>\$41,988.96</u>
<u>RC1</u>	<u>\$13.2500</u>	<u>\$14.1408</u>	<u>\$15.0315</u>	<u>\$27,560.00</u>	<u>\$29,412.76</u>	<u>\$31,265.52</u>

Amendment to ATU 2018-2021
October 3, 2019

<u>RC2</u>	<u>\$13,2500</u>	<u>\$14,7420</u>	<u>\$16,2339</u>	<u>\$27,560.00</u>	<u>\$30,663.26</u>	<u>\$33,766.51</u>
<u>RC3</u>	<u>\$13,2500</u>	<u>\$15,3915</u>	<u>\$17,5329</u>	<u>\$27,560.00</u>	<u>\$32,014.22</u>	<u>\$36,468.43</u>
<u>RC4</u>	<u>\$13,2500</u>	<u>\$16,2159</u>	<u>\$19,1817</u>	<u>\$27,560.00</u>	<u>\$33,728.97</u>	<u>\$39,897.94</u>
<u>RC5</u>	<u>\$13,5923</u>	<u>\$17,2114</u>	<u>\$20,8305</u>	<u>\$28,271.98</u>	<u>\$35,799.71</u>	<u>\$43,327.44</u>
<u>RC6</u>	<u>\$14,8156</u>	<u>\$18,7605</u>	<u>\$22,7054</u>	<u>\$30,816.45</u>	<u>\$39,021.84</u>	<u>\$47,227.23</u>
<u>RC7</u>	<u>\$16,1490</u>	<u>\$20,4489</u>	<u>\$24,7488</u>	<u>\$33,589.92</u>	<u>\$42,533.71</u>	<u>\$51,477.50</u>
<u>RC8</u>	<u>\$17,6023</u>	<u>\$22,2893</u>	<u>\$26,9762</u>	<u>\$36,612.78</u>	<u>\$46,361.74</u>	<u>\$56,110.50</u>

Amendment to ATU 2018-2021
October 3, 2019

Exhibit A

City of Gainesville
Pay Plan
Regional Transit System
Effective 10/7/19

<u>Grade</u>	<u>Hourly Min</u> <u>Year 1</u> <u>Oct. 7, 2019</u>	<u>Hourly Min</u> <u>Year 2</u> <u>Oct. 5, 2020</u>	<u>Hourly Min</u> <u>Year 3</u> <u>Sept. 20, 2021</u>	<u>Hourly Mid</u>	<u>Hourly Max</u>	<u>Annual Min</u> <u>Year 1</u> <u>Oct. 7, 2019</u>	<u>Annual Min</u> <u>Year 2</u> <u>Oct. 5, 2020</u>	<u>Annual Min</u> <u>Year 3</u> <u>Sept. 20, 2021</u>	<u>Annual</u> <u>Mid</u>	<u>Annual</u> <u>Max</u>
<u>R1</u>	<u>\$13.7500</u>	<u>\$14.2500</u>	<u>\$14.7500</u>	<u>N/A</u>	<u>N/A</u>	<u>\$28,600</u>	<u>\$29,640</u>	<u>\$ 30,680</u>	<u>N/A</u>	<u>N/A</u>
<u>R2</u>	<u>\$14.2500</u>	<u>\$14.7500</u>	<u>\$15.2500</u>	<u>\$18.3413</u>	<u>\$22.0096</u>	<u>\$29,640</u>	<u>\$30,680</u>	<u>\$ 31,720</u>	<u>\$ 38,150</u>	<u>\$ 45,780</u>
<u>7</u>	<u>\$13.7500</u>	<u>\$14.2500</u>	<u>\$14.7500</u>	<u>\$15.9135</u>	<u>\$18.5659</u>	<u>\$28,600</u>	<u>\$29,640</u>	<u>\$ 30,680</u>	<u>\$ 33,100</u>	<u>\$ 38,617</u>
<u>8</u>	<u>\$13.8875</u>	<u>\$14.2500</u>	<u>\$14.7500</u>	<u>\$16.9952</u>	<u>\$19.8279</u>	<u>\$28,886</u>	<u>\$29,640</u>	<u>\$ 30,680</u>	<u>\$ 35,350</u>	<u>\$ 41,242</u>
<u>9</u>	<u>\$14.0828</u>	<u>\$14.5700</u>	<u>\$15.0639</u>	<u>\$18.0769</u>	<u>\$21.0899</u>	<u>\$29,292</u>	<u>\$30,313</u>	<u>\$ 31,333</u>	<u>\$ 37,600</u>	<u>\$ 43,867</u>
<u>10</u>	<u>\$14.5370</u>	<u>\$15.4817</u>	<u>\$16.4264</u>	<u>\$19.7115</u>	<u>\$22.9966</u>	<u>\$30,237</u>	<u>\$32,202</u>	<u>\$ 34,167</u>	<u>\$ 41,000</u>	<u>\$ 47,833</u>
<u>11</u>	<u>\$15.0244</u>	<u>\$16.4564</u>	<u>\$17.8885</u>	<u>\$21.4663</u>	<u>\$25.0442</u>	<u>\$31,251</u>	<u>\$34,229</u>	<u>\$ 37,208</u>	<u>\$ 44,650</u>	<u>\$ 52,092</u>
<u>12</u>	<u>\$17.1429</u>	<u>\$18.1368</u>	<u>\$19.1308</u>	<u>\$22.9567</u>	<u>\$26.7827</u>	<u>\$35,657</u>	<u>\$37,725</u>	<u>\$ 39,792</u>	<u>\$ 47,750</u>	<u>\$ 55,708</u>
<u>13</u>	<u>\$18.9301</u>	<u>\$20.2578</u>	<u>\$21.5856</u>	<u>\$26.4423</u>	<u>\$31.2990</u>	<u>\$39,375</u>	<u>\$42,136</u>	<u>\$ 44,898</u>	<u>\$ 55,000</u>	<u>\$ 65,102</u>