

City of Gainesville

CITY OF GAINESVILLE
CITY COMMISSION

2001 JUN 18 AM 10:52

Inter-Office Communication

Office of the City Manager

Mail Station 6

334-5010

TO: Hon. Mayor and Members of
The City Commission

DATE: June 15, 2001

FROM: Wayne Bowers
City Manager

SUBJECT: Living Wage Proposal

During the May 29, 2001 City Commission meeting, you requested that the staff provide background information on the living wage proposal in preparation for your meeting with the County Commission. I have attached information compiled by the Human Resources Department, which provides an update on the status of living wage ordinances in other communities. In addition, the information explains three options for implementing a living wage for City of Gainesville employees.

As the three different options indicate, the cost of implementing a living wage in the \$8.48 to \$8.81 per hour range would not be significant compared to the overall City payroll. Based on the employees impacted by this change, the cost would be spread between the general fund, golf course fund, and GRU. Please keep in mind, however, that these employees are covered by a collective bargaining agreement and any change would need to be negotiated with CWA. I would not anticipate that the CWA would have any objection to granting raises to its members, but the issue of wage compression with other CWA members may be an issue of discussion.

This information does not provide any guidance on the impact to those businesses that contract with City government.

Should you have any questions concerning this information, please contact Mr. Motes or me.

Respectfully submitted,



Wayne Bowers
City Manager

WB/jh

Attachment

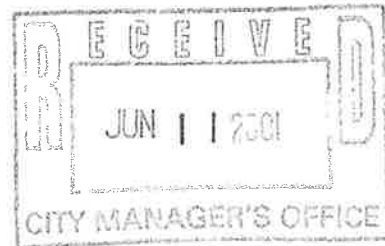
Cc: Charter Officers
Tom Motes, Human Resources Director
Tom Bolduc, CWA

CITY OF GAINESVILLE

**Human Resources Department
Box 20**

INTEROFFICE COMMUNICATION

DATE: June 8, 2001
TO: Wayne Bowers, City Manager
FROM: Tom Motes, Human Resources Director
SUBJECT: Living Wage Information



A living wage is different for different parts of the country but proponents generally define it "...as the minimum annual amount required to meet the basic needs of a family for shelter, utilities, telephone, food, clothing and personal expenses, health care, transportation and child care. According to the website for the Association of Community Organizations for Reform Now (ACORN) and the Living Wage Campaign.

At an absolute minimum, it means that someone working full-time should never fall below the poverty line. The exact amount varies from state to state or city to city, but we've generally pushed for between \$6.50 and \$7.50 an hour, with health benefits. Hard-working people should be able to afford the necessities of life for themselves and their families

Single wage earner families are the most dramatically affected.

Most Living Wage Ordinances have adopted minimum pay as a percentage of the federal poverty guidelines specified by the U.S. Department of Health and Human Services for a family of four (See attached Table 1). In order to continue eligibility for food stamps an employee's gross pay can not exceed 130% of the appropriate poverty guideline, and net pay can not exceed 100% of the appropriate poverty guideline.

In the United States as of March 2001, 46 Cities, 10 Counties, 1 Township and 1 School Board have adopted Living Wage Ordinances.

In Florida one county, Miami-Dade County, has adopted a Living Wage Ordinance (1999) at \$8.56 per hour. With a 3% CPI adjustment this is currently \$8.81 per hour if health insurance is provided. It also covers non-construction service contractors but "...does not apply to contracts related primarily to the sale of products and goods."

Nationwide there are living wage campaigns underway in 72 cities and counties and in 12 institutions for higher education.

CITY OF GAINESVILLE

**Human Resources Department
Box 20**

INTEROFFICE COMMUNICATION

Costing Options

Option 1

According to the Department of Health and Human Services the 2001 Poverty Guidelines for a family of four is \$17,650, annually or \$8.48 per hour. Regular employees whose pay is below \$8.48 would be raised to this level. This would affect 21 regular employees and cost approximately \$26,600. This particular hourly rate falls between steps in the CWA pay plan. The pay plan was built with 2.5% increments between steps. To maintain the integrity of the present pay plan, see Option 2 or Option 3.

Option 2

Regular employees whose pay is below \$8.48 would be raised to the nearest step in their respective pay grade, which guarantees at least \$8.48 per hour. (See the truncated CWA pay Table for Option 2). In all cases this means an adjustment to \$8.55 and affects 21 regular employees and costs approximately \$30,200.

Option 3

The hourly living wage amount adopted by Miami-Dade is currently \$8.81. Indexing \$8.81 with the Florida Price Level Index, to identify equivalent buying power in Alachua County, results in an hourly amount of \$7.79. Regular employees whose pay is below \$7.79 would be raised to the nearest step in their respective pay grade, which guarantees at least \$7.79 per hour. (See the truncated CWA pay Table for Option 3). In all cases this is \$7.94 and affects 4 regular employees and costs approximately \$10,900.

TM/rz

ACTIVE LWO
NATIONWIDE AND FLORIDA (BOLD) COMPARED TO POVERTY GUIDELINE FOR FAMILY OF FOUR

TABLE 1

Name of Local Government	State	Year	Hourly Rate W / Health Benefits	Annualized Rate W / Health Benefits	Poverty Guideline for Family of Four	LWO/PG4
Ann Arbor	MI	2001	\$8.70	\$18,096	\$17,650	102.5%
Ferndale	MI	2001	\$8.50	\$17,680	\$17,650	100.2%
Missoula	MT	2001	\$7.95	\$16,536	\$17,650	93.7%
Rochester	NY	2001	\$8.52	\$17,722	\$17,650	100.4%
Alexandria	VA	2000	\$9.84	\$20,467	\$17,050	120.0%
Berkeley	CA	2000	\$9.75	\$20,280	\$17,050	118.9%
Cleveland	OH	2000	\$8.20	\$17,056	\$17,050	100.0%
Denver	CO	2000	\$8.03	\$16,702	\$17,050	98.0%
Eau Claire Co	WI	2000	\$6.67	\$13,874	\$17,050	81.4%
Omaha	NE	2000	\$8.20	\$17,050	\$17,050	100.0%
San Fernando	CA	2000	\$7.25	\$15,080	\$17,050	88.4%
San Francisco	CA	2000	\$9.00	\$18,720	\$17,050	109.8%
Santa Cruz	CA	2000	\$11.00	\$22,880	\$17,050	134.2%
St Louis	MO	2000	\$8.84	\$18,387	\$17,050	107.8%
Toledo	OH	2000	\$8.58	\$17,846	\$17,050	104.7%
Warren	MI	2000	\$8.35	\$17,368	\$17,050	101.9%
Buffalo	NY	1999	\$6.22	\$12,938	\$16,700	77.5%
Cambridge	MA	1999	\$10.00	\$20,800	\$16,700	124.6%
Corvallis	OR	1999	\$9.00	\$18,720	\$16,700	112.1%
Dane Co	WI	1999	\$8.03	\$16,702	\$16,700	100.0%
Hartford	CT	1999	\$8.83	\$18,370	\$16,700	110.0%
Hayward	CA	1999	\$8.00	\$16,640	\$16,700	99.6%
Hudson Co	NJ	1999	\$7.73	\$16,078	\$16,700	96.3%
Kankakee Co	IL	1999	\$11.42	\$23,754	\$16,700	142.2%
Los Angeles Co	CA	1999	\$8.32	\$17,306	\$16,700	103.6%
Madison	WI	1999	\$7.91	\$16,453	\$16,700	98.5%
Miami-Dade Co	FL	1999	\$8.56	\$17,805	\$16,700	106.6%
Somerville	MA	1999	\$8.35	\$17,368	\$16,700	104.0%
Tucson	AZ	1999	\$8.00	\$16,640	\$16,700	99.6%
Ypsilanti	MI	1999	\$8.50	\$17,680	\$16,700	105.9%
Ypsilanti Township	MI	1999	\$8.50	\$17,680	\$16,700	105.9%
Boston	MA	1998	\$8.43	\$17,534	\$16,450	106.6%
Chicago	IL	1998	\$7.60	\$15,808	\$16,450	96.1%
Cook Co	IL	1998	\$7.60	\$15,808	\$16,450	96.1%
Detroit	MI	1998	\$8.35	\$17,368	\$16,450	105.6%
Durham	NC	1998	\$7.55	\$15,704	\$16,450	95.5%
Multnomah Co	OR	1998	\$9.00	\$18,720	\$16,450	113.8%
Oakland	CA	1998	\$8.00	\$16,640	\$16,450	101.2%
Pasadena	CA	1998	\$7.25	\$15,080	\$16,450	91.7%
Portland	OR	1998	\$7.50	\$15,600	\$16,450	94.8%
San Antonio	TX	1998	\$9.27	\$19,282	\$16,450	117.2%
San Jose	CA	1998	\$9.50	\$19,760	\$16,450	120.1%
Duluth	MN	1997	\$6.50	\$13,520	\$16,050	84.2%
Los Angeles	CA	1997	\$7.25	\$15,080	\$16,050	94.0%
Minneapolis	MN	1997	\$8.49	\$17,655	\$16,050	110.0%
New Haven	CT	1997	\$7.72	\$16,050	\$16,050	100.0%
St Paul	MN	1997	\$7.72	\$16,050	\$16,050	100.0%
West Hollywood	CA	1997	\$7.25	\$15,080	\$16,050	94.0%
Des Moines	IA	1996	\$9.00	\$18,720	\$15,600	120.0%
Jersey City	NJ	1996	\$7.50	\$15,600	\$15,600	100.0%
New York	NY	1996	Prevailing Wage			
Santa Clara Co	CA	1995	\$10.00	\$20,800	\$15,150	137.3%
Baltimore	MD	1994	\$6.10	\$12,688	\$14,800	85.7%
Gary	IN	1991	Prevailing Wage			

LWO COSTING
BRING THOSE BELOW, UP TO POVERTY GUIDELINE

TITLE	CURRENT			PROPOSED	
	GRD	STP	HOURLY PAY	HOURLY PAY	COST ANNUALIZED
Golf Course Attendant	01	A	\$6.51	\$8.48	\$4,088
Golf Course Attendant	01	A	\$6.51	\$8.48	\$4,088
Golf Course Attendant	01	B	\$6.68	\$8.48	\$3,749
Custodial Worker	03	C	\$7.56	\$8.48	\$1,924
Recreation Aide I	05	A	\$7.94	\$8.48	\$1,128
Recreation Aide I	05	A	\$7.94	\$8.48	\$1,128
Custodial Worker	03	E	\$7.94	\$8.48	\$1,128
Golf Course Attendant	01	I	\$7.94	\$8.48	\$1,128
Maintenance Worker I RTS	R1		\$8.04	\$8.48	\$915
Maintenance Worker I	06	A	\$8.34	\$8.48	\$292
Maintenance Worker I	06	A	\$8.34	\$8.48	\$292
Maintenance Worker I	06	A	\$8.34	\$8.48	\$292
Wtr/Wstwr Svc Oper Trainee	06	A	\$8.34	\$8.48	\$292
Maintenance Worker I	06	A	\$8.34	\$8.48	\$292
Maintenance Worker I	06	A	\$8.34	\$8.48	\$292
Office Assist	06	A	\$8.34	\$8.48	\$292
Wtr/Wstwr Svc Oper Trainee	06	A	\$8.34	\$8.48	\$292
Wtr/Wstwr Svc Oper Trainee	06	A	\$8.34	\$8.48	\$292
Mail Svcs Clerk	06	A	\$8.34	\$8.48	\$292
Account Clerk I	06	A	\$8.34	\$8.48	\$292
Account Clerk I	06	A	\$8.34	\$8.48	\$292
BASE WAGES					\$22,782
BENEFITS 117.00%					\$26,655

City of Gainesville
 2000-2001
 CWA Pay Plan
 Effective 10/2/2000

Current

A	B	C	D	E	F	G	H	I	J	K	L
PAY GRADE 01											
\$6,5148	\$6,6776	\$6,8445	\$7,0156	\$7,1910	\$7,3709	\$7,5551	\$7,7441	\$7,9377	\$8,1362	\$8,3395	\$8,5479
\$13,550.78	\$13,889.41	\$14,236.56	\$14,592.45	\$14,957.28	\$15,331.47	\$15,714.61	\$16,107.73	\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63
PAY GRADE 02											
\$6,8445	\$7,0156	\$7,1910	\$7,3709	\$7,5551	\$7,7441	\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808
\$14,236.56	\$14,592.45	\$14,957.28	\$15,331.47	\$15,714.61	\$16,107.73	\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06
PAY GRADE 03											
\$7,1910	\$7,3709	\$7,5551	\$7,7441	\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353
\$14,957.28	\$15,331.47	\$15,714.61	\$16,107.73	\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42
PAY GRADE 04											
\$7,5551	\$7,7441	\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130
\$15,714.61	\$16,107.73	\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04
PAY GRADE 05											
\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147
\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58
PAY GRADE 06											
\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421
\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57
PAY GRADE 07											
\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960
\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68
PAY GRADE 08											
\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780
\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24
PAY GRADE 09											
\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780	\$12,3800	\$12,6894
\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24	\$25,750.40	\$26,393.95
PAY GRADE 10											
\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780	\$12,3800	\$12,6894	\$13,0067	\$13,3319
\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24	\$25,750.40	\$26,393.95	\$27,053.94	\$27,730.35

BRING THOSE BELOW, UP TO POVERTY GUIDELINE

TITLE	GRD	CURRENT		PROPOSED	
		STP	HOURLY PAY	HOURLY PAY	COST ANNUALIZED
Wtr/Wstwr Svc Oper Trainee	06	A	\$8.34	\$8.48	\$292
Wtr/Wstwr Svc Oper Trainee	06	A	\$8.34	\$8.48	\$292
Wtr/Wstwr Svc Oper Trainee	06	A	\$8.34	\$8.48	\$292
WAGES & BENEFITS SUBTOTAL					\$1,025.76
Maintenance Worker I	R1		\$8.04	\$8.48	\$915
WAGES & BENEFITS SUBTOTAL					\$1,070.78
Account Clerk I	06	A	\$8.34	\$8.48	\$292
Account Clerk I	06	A	\$8.34	\$8.48	\$292
Mail Svcs Clerk	06	A	\$8.34	\$8.48	\$292
Office Assist	06	A	\$8.34	\$8.48	\$292
WAGES & BENEFITS SUBTOTAL					\$1,367.68
Maintenance Worker I	06	A	\$8.34	\$8.48	\$292
Maintenance Worker I	06	A	\$8.34	\$8.48	\$292
WAGES & BENEFITS SUBTOTAL					\$683.84
Golf Course Attendant	01	A	\$6.51	\$8.48	\$4,088
Golf Course Attendant	01	A	\$6.51	\$8.48	\$4,088
Golf Course Attendant	01	B	\$6.68	\$8.48	\$3,749
Golf Course Attendant	01	I	\$7.94	\$8.48	\$1,128
Maintenance Worker I	06	A	\$8.34	\$8.48	\$292
Maintenance Worker I	06	A	\$8.34	\$8.48	\$292
Maintenance Worker I	06	A	\$8.34	\$8.48	\$292
Recreation Aide I	05	A	\$7.94	\$8.48	\$1,128
Recreation Aide I	05	A	\$7.94	\$8.48	\$1,128
WAGES & BENEFITS SUBTOTAL					\$18,936.33
Custodial Worker	03	C	\$7.56	\$8.48	\$1,924
Custodial Worker	03	E	\$7.94	\$8.48	\$1,128
WAGES & BENEFITS SUBTOTAL					\$3,570.58
WAGES & BENEFITS TOTAL					\$26,655

BENEFITS ARE CALCULATED AT 17% OF WAGES

LWO COSTING
BRING EMPLOYEES TO NEAREST STEP IN GRADE ABOVE HHS POVERTY GUIDELINE

TITLE	CURRENT			PROPOSED			ANNUALIZED COST
	GRD	STP	HOURLY PAY	GRD	STP	HOURLY PAY	
Golf Course Attendant	01	A	\$6.51	01	L	\$8.55	\$4,233
Golf Course Attendant	01	A	\$6.51	01	L	\$8.55	\$4,233
Golf Course Attendant	01	B	\$6.68	01	L	\$8.55	\$3,895
Golf Course Attendant	01	I	\$7.94	01	L	\$8.55	\$1,274
Custodial Worker	03	C	\$7.56	03	H	\$8.55	\$2,069
Custodial Worker	03	E	\$7.94	03	H	\$8.55	\$1,274
Recreation Aide I	05	A	\$7.94	05	D	\$8.55	\$1,274
Recreation Aide I	05	A	\$7.94	05	D	\$8.55	\$1,274
Maintenance Worker I	06	A	\$8.34	06	B	\$8.55	\$438
Maintenance Worker I	06	A	\$8.34	06	B	\$8.55	\$438
Maintenance Worker I	06	A	\$8.34	06	B	\$8.55	\$438
Wtr/Wstwr Svc Oper Trainee	06	A	\$8.34	06	B	\$8.55	\$438
Maintenance Worker I	06	A	\$8.34	06	B	\$8.55	\$438
Maintenance Worker I	06	A	\$8.34	06	B	\$8.55	\$438
Office Assist	06	A	\$8.34	06	B	\$8.55	\$438
Wtr/Wstwr Svc Oper Trainee	06	A	\$8.34	06	B	\$8.55	\$438
Wtr/Wstwr Svc Oper Trainee	06	A	\$8.34	06	B	\$8.55	\$438
Mail Svcs Clerk	06	A	\$8.34	06	B	\$8.55	\$438
Account Clerk I	06	A	\$8.34	06	B	\$8.55	\$438
Account Clerk I	06	A	\$8.34	06	B	\$8.55	\$438
Maintenance Worker I RTS	R1		\$8.04	R1		\$8.55	\$1,061

BASE WAGES	\$25,840
BENEFITS 0.17%	\$4,393
ANNUALIZED COST OF ADJUSTMENT	\$30,232

City of Gainesville
 2000-2001
 CWA Pay Plan
 Effective 10/2/2000

Table for Option 2

A	B	C	D	E	F	G	H	I	J	K	L
PAY GRADE 01											
											\$8,5479
											\$17,779.63
PAY GRADE 02											
									\$8,5479	\$8,7616	\$8,9808
									\$17,779.63	\$18,224.13	\$18,680.06
PAY GRADE 03											
							\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353
							\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42
PAY GRADE 04											
					\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130
					\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04
PAY GRADE 05											
				\$8,5479	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147
				\$17,779.63	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58
PAY GRADE 06											
	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421
	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57
PAY GRADE 07											
\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960
\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68
PAY GRADE 08											
\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780
\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24
PAY GRADE 09											
\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780	\$12,3800	\$12,6894
\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24	\$25,750.40	\$26,393.95
PAY GRADE 10											
\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780	\$12,3800	\$12,6894	\$13,0067	\$13,3319
\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24	\$25,750.40	\$26,393.95	\$27,053.94	\$27,730.35

LWO COSTING
BRING EMPLOYEES TO NEAREST STEP IN GRADE ABOVE HHS POVERTY GUIDELINE

TITLE	CURRENT		PROPOSED		ANNUALIZED COST
	GRD	STP	GRD	STP	

TITLE	GRD	STP	HOURLY PAY	GRD	STP	HOURLY PAY	ANNUALIZED COST
WtrWstwr Svc Oper Trainee	06	A	\$8.34	06	B	\$8.55	\$438
WtrWstwr Svc Oper Trainee	06	A	\$8.34	06	B	\$8.55	\$438
WtrWstwr Svc Oper Trainee	06	A	\$8.34	06	B	\$8.55	\$438

WAGES & BENEFITS SUBTOTAL \$1,536.82 10 GRU

Maintenance Worker I RTS	R1		\$8.04	R1		\$8.55	\$1,061
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WAGES & BENEFITS SUBTOTAL \$1,241.14 680 RTS

Account Clerk I	06	A	\$8.34	06	B	\$8.55	\$438
Account Clerk I	06	A	\$8.34	06	B	\$8.55	\$438
Mail Svcs Clerk	06	A	\$8.34	06	B	\$8.55	\$438
Office Assist	06	A	\$8.34	06	B	\$8.55	\$438

WAGES & BENEFITS SUBTOTAL \$2,049.09 770 FINANCE & ACCOUNTING

Maintenance Worker I	06	A	\$8.34	06	B	\$8.55	\$438
Maintenance Worker I	06	A	\$8.34	06	B	\$8.55	\$438

WAGES & BENEFITS SUBTOTAL \$1,024.55 800 PUBLIC WORKS

Golf Course Attendant	01	A	\$6.51	01	L	\$8.55	\$4,233
Golf Course Attendant	01	A	\$6.51	01	L	\$8.55	\$4,233
Golf Course Attendant	01	B	\$6.68	01	L	\$8.55	\$3,895
Golf Course Attendant	01	I	\$7.94	01	L	\$8.55	\$1,274
Maintenance Worker I	06	A	\$8.34	06	B	\$8.55	\$438
Maintenance Worker I	06	A	\$8.34	06	B	\$8.55	\$438
Maintenance Worker I	06	A	\$8.34	06	B	\$8.55	\$438
Recreation Aide I	05	A	\$7.94	05	D	\$8.55	\$1,274
Recreation Aide I	05	A	\$7.94	05	D	\$8.55	\$1,274

WAGES & BENEFITS SUBTOTAL \$20,469.50 850 RECREATION & PARKS

Custodial Worker	03	C	\$7.56	03	H	\$8.55	\$2,069
Custodial Worker	03	E	\$7.94	03	H	\$8.55	\$1,274

WAGES & BENEFITS SUBTOTAL \$3,911.28 910 FACILITIES MAINTENANCE

WAGES & BENEFITS TOTAL \$30,232

LWO COSTING
BRING EMPLOYEES TO NEAREST STEP IN GRADE ABOVE INDEXED MIAMI DADE LW AMOUNT

TITLE	CURRENT			PROPOSED			ANNUALIZED COST
	GRD	STP	HOURLY PAY	GRD	STP	HOURLY PAY	

Golf Course Attendant	01	A	\$6.51	01	I	\$7.94	\$2,960
Golf Course Attendant	01	A	\$6.51	01	I	\$7.94	\$2,960
Golf Course Attendant	01	B	\$6.68	01	I	\$7.94	\$2,621
Custodial Worker	03	C	\$7.56	03	E	\$7.94	\$796

BASE WAGES \$9,336
BENEFITS 0.17% \$1,587

ANNUALIZED COST OF ADJUSTMENT **\$10,923**

City of Gainesville
 2000-2001
 CWA Pay Plan
 Effective 10/2/2000

Table for Option 3

A	B	C	D	E	F	G	H	I	J	K	L
PAY GRADE 01											
								\$7,9377	\$8,1362	\$8,3395	\$8,5479
								\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63
PAY GRADE 02											
						\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808
						\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06
PAY GRADE 03											
				\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353
				\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42
PAY GRADE 04											
		\$7,9377	\$8,1362	\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130
		\$16,510.42	\$16,923.30	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04
PAY GRADE 05											
	\$7,9377	\$8,3395	\$8,5479	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147
	\$16,510.42	\$17,346.16	\$17,779.63	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58
PAY GRADE 06											
	\$8,3395	\$8,7616	\$8,9808	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421
	\$17,346.16	\$18,224.13	\$18,680.06	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57
PAY GRADE 07											
	\$8,7616	\$9,2052	\$9,4353	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960
	\$18,224.13	\$19,146.82	\$19,625.42	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68
PAY GRADE 08											
	\$9,2052	\$9,6712	\$9,9130	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780
	\$19,146.82	\$20,116.10	\$20,619.04	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24
PAY GRADE 09											
	\$9,6712	\$10,1607	\$10,4147	\$10,6752	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780	\$12,3800	\$12,6894
	\$20,116.10	\$21,134.26	\$21,662.58	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24	\$25,750.40	\$26,393.95
PAY GRADE 10											
	\$10,1607	\$10,4147	\$10,9421	\$11,2156	\$11,4960	\$11,7834	\$12,0780	\$12,3800	\$12,6894	\$13,0067	\$13,3319
	\$21,134.26	\$22,204.42	\$22,759.57	\$23,328.45	\$23,911.68	\$24,509.47	\$25,122.24	\$25,750.40	\$26,393.95	\$27,053.94	\$27,730.35

LWO COSTING
BRING EMPLOYEES TO NEAREST STEP IN GRADE ABOVE INDEXED MIAMI DADE LW AMOUNT

TITLE	CURRENT			PROPOSED			ANNUALIZED COST	AGENCY	
	GRD	STP	HOURLY PAY	GRD	STP	HOURLY PAY			
Golf Course Attendant	01	A	\$6.51	01	I	\$7.94	\$2,960	850	
Golf Course Attendant	01	A	\$6.51	01	I	\$7.94	\$2,960	850	
Golf Course Attendant	01	B	\$6.68	01	I	\$7.94	\$2,621	850	
WAGES & BENEFITS SUBTOTAL							\$9,992.12	850	RECREATION & PARKS
Custodial Worker	03	C	\$7.56	03	E	\$7.94	\$796	910	
WAGES & BENEFITS SUBTOTAL							\$931.10	910	FACILITIES MAINTENANCE
WAGES & BENEFITS TOTAL							\$10,923	All	