

AGREEMENT

This Agreement is entered into this 24th of September 2001, between the CITY OF GAINESVILLE (City) and the AMALGAMATED TRANSIT UNION, LOCAL NO. 1579.*

Article 31
Wages

The parties agree to the language contained in the City's August 6, 2001, proposal.

Article 39
Maintenance


The parties agree to the language contained in the City's August 6, 2001, proposal.

This language shall become effective on October 1, 2001, or the date of final ratification, whichever is later, unless otherwise specified in the agreed upon articles.

THE CITY OF GAINESVILLE, FLORIDA

AMALGAMATED TRANSIT UNION,
LOCAL NO. 1579

Wayne Bowers
City Manager



Eric Williams
President

Charlie Hauck
Senior Assistant City Attorney
As to Form and Legality

* Date ratified by last party.

TA
8/6/01
me

1 **WAGES**

2 31.1 Effective the first full payroll period ~~beginning next after in~~ October 2001,
3 which is October 1, 20002001, there shall be an across-the-board three
4 percent (3%) general wage increase of \$0.45 per hour and at the same time
5 the top of each salary range shall be increased by \$0.50 per hour. Effective
6 the first full payroll period in October 2002, which is October 14, 2002, there
7 shall be an across-the-board general wage increase of \$0.45 per hour and
8 at the same time the top of each salary range shall be increased by \$0.50
9 per hour.

me
ew

10
11 Deferred Retirement Option Plan (DROP) participants are not eligible for
12 increases beyond the top of their individual salary ranges as they existed at
13 the time of their entry into the DROP unless otherwise provided for in their
14 Application for Deferred Retirement Option Plan document.

me
ew

15 31.2 A. Promotion.

16 When an employee is promoted, his/her salary shall ~~only be~~
17 advanced to the step range in the new pay range to a rate that which
18 would provide at least a five percent (5%) increase in pay or to the
19 beginning of the new range, whichever is greater. The effective date
20 of the promotion becomes the employee's new evaluation date. An
21 employee's evaluation date shall be the date of the last salary
22 adjustment.

me
ew

1 B. Transfer.

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

6 C. Temporary Assignments.

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

10 D. Demotion.

11 When an employee is demoted to a position in a job classification
12 with a lower pay grade, the employee shall be paid within the
13 approved pay grade of the classification with the lower pay grade.

14 The rate of pay shall be set by the Human Resources Director.

15 31.3

16 Employees who have attained one year of service and have not reached the
17 maximum of their pay range, and have received a satisfactory or better
18 performance evaluation, shall receive an annual ~~two and one half (2.5%)~~
19 merit pay increase of \$0.25 per hour. The merit pay will be effective the
20 payroll period beginning one (1) year after their last salary adjustment; or the
21 date of hire for new hires. No employee will receive any portion of a ~~two and~~
22 ~~one half (2.5%)~~ \$0.25 per hour increase which would place him or her at a
23 rate in excess of the maximum of the range. There shall be no merit
24 increases after expiration of this agreement unless and until there is a new
25 agreement in effect providing for such increases.

JMC
EW

JMC
du

1 No DROP participant will receive any portion of a \$0.25 per hour increase
2 that would place him or her at a rate in excess of the maximum of his/her
3 salary range as it existed at the time he/she entered the DROP unless
4 otherwise provided for in his/her *Application for Deferred Retirement Option*
5 *Plan* document.

Joe
EW

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

Grade	R1C	Annual Salary Hourly	Minimum \$14,653.81 \$7.0451	Midpoint \$17,291.46 \$8.3132	Maximum \$19,929.10 \$9.5813
		5014	Custodial Worker RTS		
Grade	R1	Annual Salary Hourly	Minimum \$16,723.20 \$8.0400	Midpoint \$19,736.29 \$9.4886	Maximum \$22,749.17 \$10.9371
		5037 1117	Maintenance Worker I, RTS Office Assistant, RTS		
Grade	R2	Annual Salary Hourly	Minimum \$18,435.87 \$8.8634	Midpoint \$21,571.26 \$10.3708	Maximum \$24,706.66 \$11.8782
		3009	Account Clerk II RTS		
Grade	R2f	Annual Salary Hourly	Minimum \$18,525.73 \$8.9066	Midpoint \$21,676.51 \$10.4214	Maximum \$24,827.30 \$11.9362
		9627	Vehicle Service Attendant, RTS		
Grade	R3	Annual Salary Hourly	Minimum \$19,961.76 \$9.5970	Midpoint \$23,569.10 \$11.3313	Maximum \$27,176.45 \$13.0656
		9501	Transit Operator		
		5042	Maintenance Worker III, RTS		
		3211	Parts Specialist, RTS		

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

Grade	R4	Annual Salary Hourly	Minimum \$20,325.97 \$9.7721	Midpoint \$23,999.87 \$11.5384	Maximum \$27,673.57 \$13.3046
		1131	Staff Assistant I, RTS		
Grade	R6f	Annual Salary Hourly	Minimum \$23,644.82 \$11.3677	Midpoint \$27,927.33 \$13.4266	Maximum \$32,209.42 \$15.4853
		9605	Fleet Mechanic I, RTS		
Grade	R8f	Annual Salary Hourly	Minimum \$26,068.02 \$12.5327	Midpoint \$30,795.44 \$14.8055	Maximum \$35,522.66 \$17.0782
		9609	Fleet Mechanic II, RTS		
		9623	Paint and Body Mechanic, RTS		
Grade	R9f	Annual Salary Hourly	Minimum \$27,371.76 \$13.1595	Midpoint \$32,338.38 \$15.5473	Maximum \$37,305.01 \$17.9351
		9613	Fleet Mechanic, Lead, RTS		

1 effective date of the bid. Those employees not available to bid
2 whenever it is their time to bid will leave their choices of work
3 assignment with the Shop Steward who will enter their choice of work
4 assignment on the bid shift in order to permit the bidding to continue.
5 Once an employee bids his choice of work assignment, no employee
6 may change his bid after the next employee has bid. All employees
7 will remain on their bid work assignment until the next general bid
8 unless another work assignment comes open because of an
9 employee vacancy or a new assignment becomes available within
10 the job classification in which the employee is qualified to bid.

11 D. Bidding of work assignments in a job classification will be determined
12 by seniority within the job classification.

13 E. Except as provided herein when vacancies occur in a department,
14 the Department Head may first consider those employees within
15 his/her department or among existing City employees and the
16 general public simultaneously for promotion or lateral transfer. Jobs
17 will be posted for seven (7) consecutive days, beginning on Monday
18 except in cases where Monday is a City observed holiday, on RTS
19 and Maintenance bulletin boards. This procedure recognizes that the
20 Transit Director is ultimately responsible for the efficient operation of
21 the Regional Transit System.

1 39.3 The City reserves the right to determine and schedule the number of
2 Maintenance personnel needed in each classification on each work shift.

3 39.4 Days off for each shift shall be consecutive, provided operational
4 considerations permit.

5 39.5 Layoff: In the event of a reduction in the number of employees in any job
6 classification in the Maintenance Division due to lack of work, employees
7 shall be laid off in reverse order of their seniority within that classification.
8 Any employee affected will be given an opportunity to "bump" into a lower
9 job classification (seniority prevailing) to keep from being laid off, or may be
10 given an opportunity to cross-train for any vacant available position. In the
11 event of recall, such laid off employees shall be called back in reverse order
12 as they were laid off, and upon return, they shall assume the same position
13 of bidding seniority as they held at the time of layoff.

14 39.6 Overtime opportunities will be provided to each employee on a rotating basis
15 in each classification provided there is work available in the classification. In
16 the event the opportunity to work overtime is not accepted, then such
17 overtime may be assigned to the most junior employee in the classification.
18 It is understood by both management and the Union that an employee
19 assigned to a specific project may be permitted to complete the project
20 without being in violation of this section.

21 39.7 Employees shall not be required to take time off or change their day off in
22 order to prevent the payment of overtime.

1 39.8 Nothing in this Agreement shall be considered as to require the City to work
2 any employee at a rate of pay in excess of regular straight time pay by way
3 of offering overtime opportunities. All such overtime opportunities shall be
4 based on operational needs as determined by the City.

5 39.9 Employees within the Maintenance Division who are eligible for overtime,
6 after departing from his/her regularly scheduled shift, who are officially
7 ordered to and do report back to work, he/she shall receive compensation
8 for a minimum of two (2) hours at the applicable rate. The minimum time
9 provided herein does not apply if an early call-in period extends into the start
10 of the employee's regular work period.

11 39.10 Maintenance personnel shall be permitted two (2) scheduled fifteen (15)
12 minute breaks per work day as established by the City and one (1) unpaid
13 thirty (30) minute lunch break per work day as established by the City.

14 39.11 Maintenance personnel must be dressed and ready to work when their shift
15 begins. There shall be permitted a fifteen (15) minute wash-up period at the
16 end of their work day.

17 39.12 A. Regular Mechanics and Vehicle Service Attendants who are required
18 to furnish their own tools and who have completed their initial
19 probationary period will be reimbursed up to \$475540.00 per fiscal
20 year for the cost of purchase and/or replacement of required tools by
21 submitting a valid receipt to the City. Mechanics and Vehicle Service
22 Attendants who are separated from the City prior to the end of the



1 fiscal year shall have a pro rata portion of the cost of tools withheld
2 from their last paycheck. It shall be the responsibility of each
3 mechanic and vehicle service attendant to have the proper tools to
4 perform work in his/her classification, as established by the City due to
5 the nature of their work. Employees must have their tools on the
6 premises and at their work location during working hours.

7 B. The City shall provide uniforms and a laundry service for such
8 uniforms to all maintenance personnel.
9
10

