

ARTICLE 34

WAGES

34.1 General Increases

- A. Effective the first full pay period in January 2016, range minimums and maximums shall be increased by one percent (1%), as reflected in Exhibit III. Effective the first full pay period in January 2016, employees covered by this Agreement, except those participating in the Deferred Retirement Option Program (DROP), shall have their individual base rate of pay increased by one percent (1%), limited by the new pay range maximum.
- B. Effective the first full pay period in January 2017, range minimums and maximums shall be increased by one percent (1%), as reflected in Exhibit III. Effective the first full pay period in January 2017, employees covered by this Agreement, except those participating in the DROP, shall have their individual base rate of pay increased by one percent (1%), limited by the new pay range maximum.
- C. Effective the first full pay period in January 2018, range minimums and maximums shall be increased by one percent (1%), as reflected in Exhibit III. Effective the first full pay period in January 2018, employees covered by this Agreement, except those participating in the DROP, shall have their individual base rate of pay increased by one percent (1%), limited by the new pay range maximum.
- D. The parties may, upon mutual agreement, reopen this paragraph (34.1) for negotiations one time during the term of this Agreement. There shall be no general increases after January 2018, unless and until there is a new Agreement in effect providing for such increases.

34.2 Retiree Health Savings Plan

Employees covered by this Agreement shall have their base pay rate reduced by 1.5% and the employer shall contribute such amount to the Retiree Health Savings (RHS) plan adopted by the City Commission.

1 **34.3 Merit or Performance Increases**

2 A. Except as provided in 34.5 below, effective the first full pay period in
 3 January each year of the Agreement (2016, 2017, and 2018),
 4 employees who are not in the must-progress portion of their
 5 Supervisory Progression Through Training Program (SPTTP), who
 6 have completed an *initial* probationary period and who received an
 7 overall performance score of 3.0 or higher for the rating period, shall
 8 receive a Merit Increase as provided in the table below. In the event
 9 an employee, who is otherwise eligible, did not receive an evaluation
 10 during the prior rating period due to serving a probationary period
 11 (other than *initial* probationary period), the employee shall become
 12 eligible upon satisfactory completion (Meets Expectations or higher)
 13 of their latest probationary period. Payment in those instances shall
 14 be made retroactive to the January effective date.
 15

| 2016 Contract Year | | | |
|----------------------------------|--|---|---------------------------------------|
| Rating Period | Eligibility – Overall Performance Score | Increase to Hourly Base Rate, Limited by Pay Range Max | Effective Date of Increase |
| Oct. 1, 2014 – Sept. 30, 2015 | 0 – 2.99 | \$0 | January 4, 2016 |
| | 3.00 – 3.49 | \$0.4087 | |
| | 3.50 – 3.99 | \$0.5288 | |
| | 4.00 – 5.00 | \$0.6731 | |

| 2017 Contract Year | | | |
|---------------------------|--|---|---------------------------------------|
| Rating Period | Eligibility – Overall Performance Score | Increase to Hourly Base Rate, Limited by Pay Range Max | Effective Date of Increase |

| | | | |
|----------------------------------|-------------|----------|-----------------|
| Oct. 1, 2015 – Sept. 30, 2016 | 0 – 2.99 | \$0 | January 2, 2017 |
| | 3.00 – 3.49 | \$0.4327 | |
| | 3.50 – 3.99 | \$0.5288 | |
| | 4.00 – 5.00 | \$0.7212 | |

1

| 2018 Contract Year | | | |
|----------------------------------|--|---|---------------------------------------|
| Rating Period | Eligibility – Overall Performance Score | Increase to Hourly Base Rate, Limited by Pay Range Max | Effective Date of Increase |
| Oct. 1, 2016 – Sept. 30, 2017 | 0 – 2.99 | \$0 | January 1, 2018 |
| | 3.00 – 3.49 | \$0.4567 | |
| | 3.50 – 3.99 | \$0.6250 | |
| | 4.00 – 5.00 | \$0.7692 | |

2

3

4

5

6

7

8

9

10

11

B. The parties may, upon mutual agreement, reopen this paragraph (34.3) for negotiations one time during the term of this Agreement. There shall be no Merit or Performance Increases after the expiration of this Agreement (January 1, 2016 – December 31, 2018), unless and until there is a new agreement in effect providing for such increases.

C. For regular (non-probationary) employees, the review period is a one-year period from October 1 through the next September 30.

1 Employees will continue to be reviewed, but there will be no Merit or
2 Performance Increases associated with these reviews.

3
4 D. Unless otherwise provided, DROP employees rate of pay shall be
5 subject to the limitations provided for in each individual's DROP
6 agreement.

7 34.4 Classification Changes

8 A. Promotion

9 When an employee is promoted, his/her salary shall be advanced to
10 a rate in the new pay range which would provide at least a five
11 percent (5%) increase, except as provided in paragraph 34.5.

12 B. Transfer

13 There shall be no immediate change in the salary rate of an
14 employee who is transferred. A transfer shall be defined as a move
15 from one position to another with no change in classification. If an
16 employee competes for and is hired into a position in a class having
17 the same or a lower salary range, the rate of pay shall be set in
18 accordance with HR Policy C-3: Changes in Employee Status
19 Affecting Compensation.

20 C. Temporary Assignments

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

24 D. Demotion

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

29 E. Audits and Re-allocations

30 When a position(s) is reallocated to a lower paid classification as a
31 result of a job audit or re-organization, and the affected employee's

1 rate of pay is above the lower classification's range maximum, the
2 affected employee's rate of pay shall be frozen. The employee's pay
3 shall continue at the present rate during the period of incumbency
4 (except in event of general service wide reductions). The employee
5 shall not be entitled to a pay increase until such time as the
6 employee's pay is within the appropriate pay grade for the lower pay
7 classification.

8 F. Lump Sum Payments for "Hot" Market Jobs

9 Under certain conditions some skill sets become "hot" in the
10 marketplace. This becomes an issue of concern for the City when
11 either turnover increases in these position classes, or the City has a
12 difficult time recruiting. The several years leading up to Y2K for
13 COBOL programmers are a good example. Under these
14 circumstances, CWA and the City have an interest in maintaining
15 compensation at market levels without permanently changing the pay
16 structure and distorting internal hierarchy relationships. Therefore,
17 discretionary one-time lump sums may be made at different intervals
18 depending on market conditions. Each payment of a lump sum will
19 be approved by the IBBT. The review will include, but not be limited
20 to the following:

- 21 • There are demonstrated recruitment or retention problems in a
22 position class or potential recruitment or retention problems due to
23 projected retirements or turnover and there is actual evidence that
24 the City of Gainesville compensation is materially below market,
25 based on bona fide data for the appropriate recruitment market,
26 taking into account the total compensation for the position class.
27 The lump sum for "hot" market jobs will be applied to each
28 individual in the class who has the requisite skills.
- 29 • The IBBT will approve any market adjustments, but the final
30 decision as to the initiation and withdrawal of the adjustment will
31 rest solely with management using the CCRP process.

- These “hot” market job lump sum payments will not be included in determining final average earnings (FAE) for the calculation of pension benefits.

34.5 Progression through Training

- A. Employees participating in the Supervisory Progression Through Training Program (SPTTP) shall be given information regarding how the progression works and the penalty, if any, for not progressing in the program. In addition, the employee shall be required to sign a statement of receipt and understanding which states he/she has been given this information prior to participating in the program.
- B. Employees participating in the SPTTP shall receive wage increases solely in accordance with the terms of the SPTTP. However, for the 2017 and 2018 contract years, effective the same dates provided in 34.3.A. above, those participants in the must-progress portion of their SPTTP, whose base rate of pay is equal to or greater than 75% of their pay grade range, may earn merit payments largely as provided in Article 34.3 but with the following modification: the earned merit increase, if any, will be divided equally into two components. The first component will become a part of the employee’s base rate of pay. The second component will be paid as a non-pensionable lump sum, equal to half the annualized base rate increase.
- C. All newly appointed Supervisors of employees participating in IBBT approved PTTTPs shall be participants in the SPTTP.
- D. All existing Supervisors of employees participating in an IBBT approved PTTTP may elect to voluntarily participate in the SPTTP at any time. Once an existing Supervisor has entered the program, he/she may elect to end their participation within the first six (6) months but in doing so, forfeits the opportunity to opt into the program at a later date.
- E. An evaluation tool was developed specifically for use by Supervisors

1 participating in the SPTTP. The intention was to use this tool to pilot
2 an extension of the PTTP philosophy (a direct link between
3 performance and pay) beyond the acquisition of Knowledge, Skills
4 and Abilities (KSA) into the use and application of those KSAs. The
5 terms and conditions necessary for implementation of this evaluation
6 tool will be jointly developed by a work group comprised of
7 representatives from the CWA and Management, appointed by the
8 IBBT. Their work product must be approved by the PTTP Board, and
9 finally by the IBBT prior to inclusion in the SPTTP.

10
11 34.6 If the City proposes removal of a classification(s) from the bargaining unit,
12 and where the union disagrees, PERC will decide the issue.

13 34.7 Direct Deposit

14 All employees covered by this Agreement will be required to have and
15 maintain a direct deposit account for the purpose of receiving their
16 employment compensation.

17