

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%). 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, pay range minimums and maximums shall be increased by one percent (1%). 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, pay range minimums and maximums shall be increased by one percent (1%). 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. Effective the first full pay period in January of each year of the
 3 Agreement (2016, 2017, and 2018), employees who are not in a
 4 Progression Through Training Program, who have completed an
 5 *initial* probationary period and who received an overall performance
 6 score of 2.8 or higher for the prior rating period, shall receive a Merit
 7 Increase as provided in the table below. In the event an employee,
 8 who is otherwise eligible, did not receive an evaluation during the
 9 prior rating period due to serving a probationary period (other than
 10 initial probationary period), the employee shall become eligible upon
 11 satisfactory completion (Meets Expectations or higher) of their latest
 12 probationary period. Payment in those instances shall be made
 13 retroactive to the January effective date.

Contract Year	Rating Period	Eligibility	Increase to Hourly Base Rate	Effective Date of Increase
2016	Oct. 1, 2014 – Sept. 30, 2015	Overall performance score of 2.8 or higher	Up to \$0.3948/Hour, limited by pay range max	January 4, 2016
2017	Oct. 1, 2015 – Sept. 30, 2016		Up to \$0.4173/Hour, limited by pay range max	January 2, 2017
2018	Oct. 1, 2016 – Sept. 30, 2017		Up to \$0.4514/Hour, limited by pay range max	January 1, 2018

15
 16 B. The parties may, upon mutual agreement, reopen this paragraph
 17 (34.3) for negotiations one time during the term of this Agreement.
 18 There shall be no Merit or Performance Increases after the expiration
 19 of this Agreement (January 1, 2016 – December 31, 2018), unless
 20 and until there is a new agreement in effect providing for such
 21 increases.

- 1 C. For regular (non-probationary) employees, the review period is a one-
2 year period from October 1 through the next September 30.
3 Employees will continue to be reviewed, but there will be no Merit or
4 Performance Increases associated with these reviews.
- 5 D. Unless otherwise provided, DROP employees' rate of pay
6 shall be subject to the limitations provided for in each
7 individual's DROP agreement.

8
9 **34.4 Classification Changes**

10 A. Promotion

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

14 B. Transfer

15 There shall be no immediate change in the salary rate of an
16 employee who is transferred. A transfer shall be defined as a move
17 from one position to another with no change in classification. If an
18 employee competes for and is hired into a position in a class having
19 the same or a lower salary range, the rate of pay shall be set in
20 accordance with HR Policy C-3: Changes in Employee Status
21 Affecting Compensation (Revised 8/7/2014).

22 C. Temporary Assignments

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

26 D. Demotion

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

31 E. Audits and Re-allocations

1 When a position(s) is reallocated to a lower paid classification as a
2 result of a job audit or re-organization, and the affected employee's
3 rate of pay is above the lower classification's range maximum, the
4 affected employee's rate of pay shall be frozen. The employee's pay
5 shall continue at the present rate during the period of incumbency
6 (except in event of general service wide reductions). The employee
7 shall not be entitled to a pay increase until such time as the
8 employee's pay is within the appropriate pay grade for the lower pay
9 classification.

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

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

- 23 • There are demonstrated recruitment or retention problems in a
24 position class or potential recruitment or retention problems due to
25 projected retirements or turnover and there is actual evidence that
26 the City of Gainesville compensation is materially below market,
27 based on bona fide data for the appropriate recruitment market,
28 taking into account the total compensation for the position class.
29 The lump sum for "hot" market jobs will be applied to each
30 individual in the class who has the requisite skills.

- 1 • The IBBT will approve any market adjustments, but the final
2 decision as to the initiation and withdrawal of the adjustment will
3 rest solely with management using the CCRP process.

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

7 **34.5** Progression through Training

8 A. The parties agree to new Progression through Training Programs
9 (PTTP) and the appropriate terms and conditions associated with
10 such programs provided that said programs are reviewed and
11 approved through the Interest Based Bargaining (IBB) process as
12 described in Article 34 and codified by agreement between the City
13 and the Union. Employees in the progression through training
14 programs shall receive progression through training increases and
15 shall not be eligible for the merit plan in Article 34, Wages, paragraph
16 34.3, in accordance with the terms as outlined in each progression
17 through training program.

18
19 All PTTP will be reviewed and approved by the IBBT. Therefore, in
20 lieu of Merit Increases, General Increases shall be given in
21 accordance with the terms outlined in each individual PTTP, and as
22 provided in paragraph 34.1 above.

23
24 IBB-approved Progression Through Training Programs will be
25 structured to provide a pay progression from one classification to
26 another classification and may span multiple pay grades.

27 B. Employees participating in a Progression Through Training Program
28 will be given information regarding how the progression works and
29 the penalty, if any, for not progressing in the program. In addition, the

1 employee will be required to sign a statement of receipt and
2 understanding which states he/she has been given this information
3 prior to participating in the program that has penalties for failure to
4 progress.

- 5 C. Employees entering a Progression Through Training Program shall
6 not be subject to promotional increases and merit increases outlined
7 in paragraphs 34.3 and 34.4 respectively. Except as provided in
8 paragraph 34.5, section A, the employee's rate of pay shall be
9 determined by the terms outlined in each PTPP.

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

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15 34.7 Direct Deposit

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

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20 34.8 Living Wage

21 A. Effective upon ratification, employees being paid a base hourly rate
22 that is less than \$12.25 shall have their base hourly rate increased
23 to \$12.25 per hour. This adjustment shall be made retroactive to
24 January 2, 2017.

25 B. Effective upon ratification, no employee shall be hired at a base
26 hourly rate of pay that is less than \$12.25 per hour.

27 C. There shall be no increase to the Living Wage after the adjustments
28 provided in 34.8.A. and 34.8.B. above, unless and until there is a
29 new Agreement in effect providing for such increases.