

I. General Statement:

This policy covers non-represented employees who are sworn police or certified firefighters.

II. Objective:

The City of Gainesville wishes to clarify its policy on supplemental compensation and benefits given to non-represented employees that are not covered by other City Policies or written management procedures for non-represented employees, but are addressed in labor agreements for represented employees.

III. Authority:

The City Manager has the authority to create and maintain an administrative procedure that outlines the supplemental compensation and benefits that non-represented employees may receive. The City Manager may grant the collectively bargained benefits at the same or lesser level, or a different benefit expressly in lieu thereof, which costs the same or less. If the City Manager proposes to grant a collectively bargained benefit at a greater level or a different benefit in lieu thereof at a greater cost, the City Commission will be notified in writing of this proposal at least two months prior to its proposed implementation. All supplemental compensation and benefits granted pursuant to this policy may be unilaterally decreased or eliminated by the City Manager, after notice to the Police and/or Fire Chief. Funds must be available in the approved budget for any benefit granted pursuant to this policy.

Effective Date: 04/14/03
Date Issued: 04/14/03
Date Revised: 02/01/11