

ARTICLE 14**HOURS OF WORK AND OVERTIME PAYMENT**

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3 14.5 H. In the event there are more overtime assignments than operators
4 on the overtime list, the City retains the right to assign overtime
5 work. All such overtime will be assigned in a **full rotation** in
6 inverse order of seniority beginning with the junior-most temporary
7 standby operator and then regular operators with bidded runs who
8 have not previously been drafted to work assigned overtime in the
9 current rotation, have not worked overtime in the current week
10 (excluding overtime that is built-in to a bid), and are available to fill
11 the entire piece of work or the remainder of the open work.
12 Employees whose bid includes built-in overtime are not excused
13 from the drafting requirements of this provision.

14 **Note:** The employee performing the dispatch function will log all
15 overtime call attempts. His/her log will be used as the official
16 document in resolving disputes over who was or was not called for
17 overtime. This log will contain the name of the operator called, the
18 date and time of the call as well as the initials of the person making
19 the call.
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ARTICLE 21**LEAVE OF ABSENCE WITH OR WITHOUT PAY**

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24 21.13 Paid Parental Leave

25 Employees covered by this Agreement shall be eligible for Paid Parental
26 Leave in accordance with HR Policy L-2: General Leave Policies. Only
27 covered events occurring on or after the final ratification of this amendment
28 shall qualify an employee for Paid Parental Leave absence.

1 **ARTICLE 31**

2 **WAGES**

3 31.1 Pay Range Adjustments and General Increases

4 A. Effective the beginning of the first full pay period in October 2018,
5 the pay range maximums shall be increased six and one-half percent
6 (6½%), as reflected in Exhibit A.

7 Effective the beginning of the first full pay period in January 2019,
8 the pay rate for the Transit Operator Trainee shall be increased to
9 \$13.25 per hour. In addition, effective the first full pay period in
10 January 2019, the pay range minimum for the Transit Operator shall
11 be increased to \$13.50 per hour.

12 Effective the beginning of the first pay period following ratification of
13 this amendment or October 7, 2019, whichever later occurs, pay
14 ranges shall be adjusted as reflected in Exhibit A. There shall be no
15 Pay Range Adjustments after the expiration of this Agreement,
16 unless and until there is a new Agreement in effect providing for such
17 adjustments.

18 B. Effective the beginning of the first full pay period in October 2018,
19 employees covered by this Agreement, except those participating in
20 the DROP and those classified as Transit Operator Trainee, shall
21 have their individual base rate of pay increased by six and one-half
22 percent (6½%) of their individual rate of pay.

23 There shall be no General Increases after October 2018, unless and
24 until there is a new Agreement in effect providing for such increases.

25 C. Deferred Retirement Option Program (DROP):

26 Deferred Retirement Option Program (DROP) participants are not
27 eligible for increases beyond the top of their individual salary ranges
28 as they existed at the time of their entry into the DROP unless
29 otherwise provided for in their Application for Deferred Retirement
30 Option Program document.

1 31.2

Performance Safety Incentives

2 There shall be no Performance Safety Incentives during the term of this
3 Agreement, and no Performance Safety Incentives after the expiration of
4 this Agreement, unless and until there is a new Agreement in effect
5 providing for such increases.

6 31.3

A. Promotion:

7 When an employee is promoted his/her salary shall be advanced to
8 a rate that would provide a five percent (5%) increase in pay or to the
9 beginning of the new range, whichever is greater. For any member
10 promoted after October 7, 2019 and on or before September 20,
11 2021, this promotional increase shall be computed only after adding
12 any remaining Transitional Wage Increase amount to the
13 employee's base rate of pay, as provided in 31.6. below.

14 B. Transfer:

15 There shall be no immediate change in the salary rate of an
16 employee who is transferred. If an employee is transferred to a
17 position in a class having a higher pay grade, such change is a
18 promotion.

19 C. Temporary Assignments:

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

23 D. Demotion:

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

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

28 31.4

Merit or Performance Increases:

29 A. Effective October 1, 2018 through September 30, 2021, there will be
30 no Merit or Performance Increases.

- 1 B. For regular (non-probationary) employees, the review period is a
2 one-year period from October 1 through September 30. Employees
3 will continue to be reviewed, but there will be no Merit or
4 Performance Increases associated with these reviews.
- 5 C. There shall be no Merit or Performance Increases during the term of
6 this Agreement and no Merit or Performance Increases after the
7 term of This Agreement unless and until there is a new Agreement in
8 effect providing for such increases.

9 31.5 Living Wage

- 10 A. Effective the beginning of the first full pay period in January 2019,
11 employees being paid an hourly rate that is less than \$13.25 shall
12 have their base rate increased to \$13.25 per hour.
- 13 B. Effective the beginning of the first full pay period in January 2019,
14 no employee shall be hired at a base rate of pay that is less than
15 \$13.25 per hour.
- 16 C. Effective the beginning of the first full pay period following
17 ratification of this amendment, or October 7, 2019, whichever later
18 occurs, no employee shall be hired at, or be paid, a base rate of
19 pay that is less than \$13.75 per hour.
- 20 D. Effective the beginning of the first full pay period in October 2020,
21 no employee shall be hired at, or be paid, a base rate of pay that is
22 less than \$14.25 per hour.
- 23 E. Effective the beginning of the last pay period in September 2021,
24 no employee shall be hired at, or be paid, a base rate of pay that is
25 less than \$14.75 per hour.
- 26 F. There shall be no increase to the Living Wage after the
27 adjustments provided in this paragraph (31.5.), unless and until
28 there is a new Agreement in effect providing for such an increase.

1 31.6 Transitional Wage Increases

2 A. Employees covered by this Agreement, employed on or before
3 October 1, 2019, shall have their years in position (YIP) computed
4 to the nearest 1/100th as of October 1, 2019. This value shall serve
5 as the basis for determining an employee's Market Threshold and
6 the total value of his/her Transitional Wage Increase. Market
7 Threshold shall be computed as follows:

- 8 • $(\text{New pay grade midpoint} - \text{new market minimum}) \div 7 = \text{value of}$
9 $\text{one full year in position (YIP).}$
- 10 • $\text{Employee's YIP} \times \text{value of one full year in position} = \text{Market}$
11 $\text{Threshold, limited by the new pay grade midpoint.}$

12 B. Employees hired after October 1, 2019 shall not be eligible for the
13 October 2019 Transitional Wage Increases described in this
14 paragraph (31.6). Employees hired after October 1, 2019 shall only
15 be eligible for Transitional Wage Increases of 5.5% of base pay, or
16 an increase to the new fiscal year minimum, whichever is greater,
17 on October 5, 2020 and/or September 20, 2021. Employees hired
18 after September 20, 2021 shall not be eligible for increases
19 provided in this paragraph (31.6).

20 C. Except as provided in 31.6.E. below, an eligible employee's
21 Transitional Wage Increase shall be equal to the difference
22 between his/her base salary as of October 1, 2019, and his/her
23 Market Threshold, limited by the new pay grade midpoint, as
24 described in Table 1.

25 D. The Transitional Wage Increase, if any, will be added to any
26 eligible employee's base rate of pay in three installments, as
27 provided in Table 1, unless that employee moves to a different
28 classification during the period of implementation.

29 E. In the event an otherwise eligible employee's initial computed
30 installment of the Transitional Wage Increase is less than 5.5%,
31 he/she shall receive a base rate increase equal to 5.5% for the first

1 installment. In addition, such employees shall receive base rate
2 increases as provided in Table 1.

3 F. There shall be no Transitional Wage Increases after September
4 2021, and no Transitional Wage Increases beyond the term of this
5 Agreement, unless and until there is an Agreement in effect
6 providing for such increases.

7 G. Perfect Attendance Bonus
8 Effective the pay periods beginning October 7, 2019; October 5,
9 2020; and September 20, 2021; each member who achieves
10 perfect attendance shall receive a two hundred fifty dollar (\$250)
11 bonus. For purposes of interpretation, perfect attendance shall be
12 defined as no unscheduled time off or tardies (justified or not) for
13 the preceding 26 pay periods, inclusive of drafted overtime.
14 Bonuses paid under this provision shall be paid one time for each
15 year the bonus is earned. There shall be no Perfect Attendance
16 Bonuses beyond the term of this Agreement, unless and until there
17 is an Agreement in effect providing for such bonuses.

18 H. In the event an employee is subject to an income deduction order,
19 the City shall charge the employee an administrative fee, or fees, in
20 accordance with limits established by law.

21
22 Table 1
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Transitional Wage Increases	Effective Date	Amount	Basis
First Installment	October 7, 2019	Not less than 5.5%	Market threshold/3
Second Installment	October 5, 2020		1 st Installment + 1%
Third Installment	September 20, 2021		2 nd Installment + 1%

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Pay Plan Index

3008	Account Clerk, RTS	10
3009	Account Clerk, Senior - RTS	12
1144	Clerk 1, RTS	8
5014	Custodial Worker, RTS	7
9504	Customer Service Support Specialist 1-RTS	11
9605	Fleet Mechanic I, RTS	12
9609	Fleet Mechanic II, RTS	13
5037	Maintenance Worker I, RTS	7
5042	Maintenance Worker III, RTS	9
3211	Parts Specialist, RTS	9
1148	Staff Specialist RTS	12
9501	Transit Operator	R2
9507	Transit Operator Trainee	R1
9623	Transit Vehicle Collision Repair Technician	13
9627	Vehicle Service Attendant, RTS	7

City of Gainesville
 Pay Plan
 Regional Transit System
 Effective 10/7/19

Grade	Hourly Min Year 1 Oct. 7, 2019	Hourly Min Year 2 Oct. 5, 2020	Hourly Min Year 3 Sept. 20, 2021	Hourly Mid	Hourly Max	Annual Min Year 1 Oct. 7, 2019	Annual Min Year 2 Oct. 5, 2020	Annual Min Year 3 Sept. 20, 2021	Annual Mid	Annual Max
R1	\$13.7500	\$14.2500	\$14.7500	N/A	N/A	\$28,600	\$29,640	\$ 30,680	N/A	N/A
R2	\$14.2500	\$14.7500	\$15.2500	\$18.3413	\$22.0096	\$29,640	\$30,680	\$ 31,720	\$ 38,150	\$ 45,780
7	\$13.7500	\$14.2500	\$14.7500	\$15.9135	\$18.5659	\$28,600	\$29,640	\$ 30,680	\$ 33,100	\$ 38,617
8	\$13.8875	\$14.2500	\$14.7500	\$16.9952	\$19.8279	\$28,886	\$29,640	\$ 30,680	\$ 35,350	\$ 41,242
9	\$14.0828	\$14.5700	\$15.0639	\$18.0769	\$21.0899	\$29,292	\$30,313	\$ 31,333	\$ 37,600	\$ 43,867
10	\$14.5370	\$15.4817	\$16.4264	\$19.7115	\$22.9966	\$30,237	\$32,202	\$ 34,167	\$ 41,000	\$ 47,833
11	\$15.0244	\$16.4564	\$17.8885	\$21.4663	\$25.0442	\$31,251	\$34,229	\$ 37,208	\$ 44,650	\$ 52,092
12	\$17.1429	\$18.1368	\$19.1308	\$22.9567	\$26.7827	\$35,657	\$37,725	\$ 39,792	\$ 47,750	\$ 55,708
13	\$18.9301	\$20.2578	\$21.5856	\$26.4423	\$31.2990	\$39,375	\$42,136	\$ 44,898	\$ 55,000	\$ 65,102