

ARTICLE 31**WAGES****31.1 Wage Increases for Fiscal Year 2014**

A. All increases made pursuant to this section shall be based on the base rate of pay any eligible employee was earning effective October 14, 2013.

Effective the first full pay period in October 2013, the pay range maximums shall be adjusted three percent (3%), as reflected in Exhibit A. Effective the first full pay period in October 2013, employees covered by this Agreement, except those participating in the DROP, shall have their individual base rate of pay increased by one and one-half percent (1½%) of their individual rate of pay

B. Effective the beginning of the last pay period in September 2014 (September 29, 2014), employees who are not participating in the DROP, and who meet the retention targets as reflected in the chart below, shall receive base rate increases as indicated in the chart. Years of service shall be determined based on any eligible employee's Service Date and Years of Service on file with the Human Resources Department on September 29, 2014.

Years of Service on September 29, 2014	Annualized Retention Increase (based on 2,080 hours)
1	Not eligible
2	Not eligible
3	\$200
4	\$200
5	\$300
6	\$300
7	\$300
8	\$300
9	\$300
10 or More	\$250

- C. Effective the beginning of the last pay period in September 2014 (September 29, 2014), employees classified as Transit Operators who are not participating in the DROP and who, as of September 29, 2014, have not had a preventable accident for the number of consecutive years reflected in the chart below, shall receive base rate increases as indicated in the chart.

Consecutive Years Without a Preventable Accident	Annualized Increase (based on 2,080 hours)
1	Not eligible
2	Not eligible
3	\$100
4	\$100
5	\$100
6	\$200
7	\$200
8	\$200
9	\$300
10	\$300
11	\$300
12	\$400
13	\$400
14	\$400
15 or More	\$500

- D. Effective the beginning of the last pay period in September 2014 (September 29, 2014), employees classified as Clerk 1 RTS, Fleet Mechanic I RTS, Fleet Mechanic II RTS, Maintenance Worker 1 RTS, Maintenance Worker III RTS, Parts Specialist RTS, or Vehicle Service Attendant RTS, who, as of September 29, 2014, have not had a preventable accident or preventable injury for the number of consecutive years reflected in the chart below shall receive base rate increases as indicated in the chart. For the purpose of interpretation, “preventable injury” shall be defined as those reported, compensable

injuries where the employee's performance was determined to be a contributing factor, and where the injury resulted in external costs (indemnity for medical) to the City. Employees participating in the DROP shall not be eligible for increases described in this section.

Consecutive Years Without a Preventable Accident	Annualized Increase (based on 2,080 hours)
1	Not eligible
2	Not eligible
3	\$100
4	\$100
5	\$100
6	\$200
7	\$200
8	\$200
9	\$300
10	\$300
11	\$300
12	\$400
13	\$400
14	\$400
15 or More	\$500

E. There shall be no wage increases after September 30, 2014 unless and until there is a new Agreement in effect providing for such increases.

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