

ARTICLE 31

WAGES

31.1 General Increases

- A. Effective the first full pay period in October 2015, the pay range maximums shall be adjusted one percent (1%), as reflected in Exhibit A. Effective upon ratification, employees covered by this Agreement, except those participating in the DROP, shall have their individual base rate of pay increased by two percent (2%) of their individual rate of pay.
- B. Effective the beginning of the first full pay period in October 2016, the pay range maximums shall be adjusted one percent (1%), as reflected in Exhibit A. Effective the first full pay period in October 2016, employees covered by this Agreement, except those participating in the DROP, shall have their individual base rate of pay increased by two percent (2%).
- C. Effective the beginning of the first full pay period in October 2017, the pay range maximums shall be adjusted one percent (1%), as reflected in Exhibit A. Effective the first full pay period in October 2017, employees covered by this Agreement, except those participating in the DROP, shall have their individual rate of pay increased by two percent (2%).
- D. The parties may, upon mutual agreement, reopen this paragraph (31.1) for negotiation between August 1, 2017 and September 30, 2017, for the purpose of negotiating an increase to the Fiscal Year 2018 General Increase. There shall be no wage increases after September 30, 2018 unless and until there is a new Agreement in effect providing for such increases.

E. 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.

31.2 Performance Safety Incentives

A. For each year of this Agreement (FY 2016, 2017, and 2018), employees classified as **Transit Operators** who, as of October 1 of each year of the Agreement, 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)	Hourly Increase
0 years to 2 years 11 months	Not eligible	
3 years to 5 years 11 months	\$208	10 cents/hour
6 years to 8 years 11 months	\$416	20 cents/hour
9 years to 11 years 11 months	\$624	30 cents/hour
12 years to 14 years 11 months	\$832	40 cents/hour
15 or more years	\$1,040	50 cents/hour

B. For each year of this Agreement (FY 2016, 2017, and 2018), 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, Transit Vehicle Collision Repair Technician, or Vehicle Service Attendant RTS** who, as of October 1 of each year of the Agreement, have not had a 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 or medical) to the City.

Consecutive Years Without a Preventable Injury	Annualized Increase (based on 2,080 hours)	Hourly Increase
0 years to 2 years 11 months	Not eligible	
3 years to 5 years 11 months	\$208	10 cents/hour
6 years to 8 years 11 months	\$416	20 cents/hour
9 years to 11 years 11 months	\$624	30 cents/hour
12 years to 14 years 11 months	\$832	40 cents/hour
15 or more years	\$1,040	50 cents/hour

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

31.3

A. Promotion:

When an employee is promoted his/her salary shall be advanced to a rate that would provide a five percent (5%) increase in pay or to the beginning of the new range, whichever is greater.

B. Transfer:

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

C. Temporary Assignments:

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

4 D. Demotion:

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

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

9 31.4 Merit or Performance Increases:

10 A. Effective October 1, 2015 through September 30, 2018, there will be
11 no Merit or Performance Increases, other than those provided in
12 paragraph 31.2 (Performance Safety Incentives) above.

13 B. For regular (non-probationary) employees, the review period is a one-
14 year period from October 1 through September 30. Employees will
15 continue to be reviewed, but there will be no Merit or Performance
16 Increases associated with these reviews.

17 C. There shall be no Merit or Performance Increases after September
18 30, 2018, unless and until there is a new Agreement in effect
19 providing for such increases.

20 D. Employees who are currently participating in the Deferred
21 Retirement Option Program (DROP) and who have NOT reached
22 the top of their respective salary ranges for the regular
23 classifications they were in, as they existed at the time the
24 employees entered the DROP, will be eligible to receive increases
25 to their base rates of pay up to the top of their respective salary
26 ranges as described in paragraph 31.2 above. These increases will
27 be paid on the same pay dates as when other ATU employees
28 receive their Wage Increases. No DROP participant will receive
29 any portion of the increase described in paragraph 31.2, that would
30 place him or her at a rate in excess of the maximum of his/her
31 salary range as it existed at the time he/she entered the DROP

1 unless otherwise provided for in his/her Application for Deferred
2 Retirement Option Program document.

3
4 31.5 Living Wage

5 A. Effective the beginning of the first full pay period following
6 ratification, employees being paid an hourly rate that is less than
7 \$12.60 shall receive a base rate increase of up to forty-five (45)
8 cents per hour, provided that the base rate following the increase
9 shall not exceed \$12.60 per hour.

10 B. Effective the beginning of the first full pay period following
11 ratification, no employee shall be hired at a base rate of pay that is
12 less than \$12.25 per hour.

13 C. There shall be no increase to the Living Wage after the adjustments
14 provided in 31.5.A. and 31.5.B. above, unless and until there is a
15 new Agreement in effect providing for such increases.