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**EMPLOYEE ORGANIZATION
AGREEMENT**

between

CITY OF HOLLYWOOD

and

**AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
Local 2432**

October 1, 1993

through

September 30, 1996



CITY of HOLLYWOOD, FLORIDA

2600 HOLLYWOOD BLVD. • P.O. BOX 229045 • ZIP 33022-9045 • PHONE 305 921-3218

Human Resources Division • Room 203

William G. Keegan, Jr.
Director

September 21, 1994

Jack Cassidy
AFSCME, Local 2432
310 SW 62nd Avenue (rear)
Hollywood, FL 33023

Side Letter of Understanding regarding various provisions of the Collective Bargaining Agreement, effective October 1, 1993 through and including September 30, 1996.

Dear Mr. Cassidy:

As per the understanding of the parties to the above mentioned agreement, the following items are hereby defined and or clarified for purposes of executing this agreement.

1. Article 7 - Payroll Deduction of Dues - With regard to Section 8., the parties agree that two lists will be provided on a quarterly basis to the Union. One list will contain all dues paying members of the Union and the other list will contain all remaining general employees. Restrictions relating to the listing of addresses for those employees exempted from the Florida Sunshine Law shall be applicable in both instances.
2. Article 10 - Wages - The City and the Union understand that any reference to the term "Employees", as used only and exclusively in this Article, shall mean full-time and regularly scheduled part-time employees that have been recognized and identified by either PERC or the City and the Union as parties to this Agreement. The parties also understand that employees employed in a full-time or a regularly scheduled, part-time basis, prior to October 1, 1994 shall be compensated by the "Tier A" Pay Plan. However, if there is a break in service by an employee, either prior to or after October 1, 1994, as determined by a voluntary resignation or termination for disciplinary reasons, such employee, if re-hired, would be compensated by the "Tier B" Pay Plan.

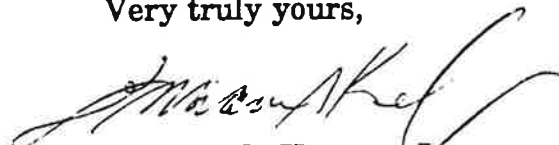
3. Articles 11 and 12 - Assignment Pay and Leadworker Pay - For purposes of conducting an orderly implementation of this agreement the parties agree that Articles 11 and 12 will not be implemented until October 1, 1994
4. Article 13 - Certification Pay - With respect to Section 4, employees will be reimbursed for Commercial Driver's License (CDL) expense, as defined by this Article, effective October 1, 1993.
5. Article 15 - Labor Management Committee - The parties agree in principle to the concept of the Labor Management Committee. In addition to the language defined by this Article, the parties also agree to further define the parameters of the committee as defined in Exhibit "A" - Labor-Management Committee.
6. Article 18 - Pension - With respect to Section 3(g)(iii) and the term "past practice" as used in line three (3) of this paragraph, the parties agree to abide by the methodology used by the Financial Planning & Administration Department as specifically outlined in Exhibit "B". With respect to Section 10.01(8)(e)(i), the parties also agree and understand that if the member's calculation for the previous year, current year and purchased years of credited service are greater than the highest three (3) consecutive years of credited service, the alternative calculation shall be used to determine the members pension benefit.
7. Article 20 - Sick Leave - The parties agree that with respect to the donation of sick or vacation leave, a committee shall be established, effective October 1, 1994, comprising of (1) AFSCME representative, (1) Management representative and (1) Professional representative to review requests for donations. The Committee's actions would be final on all such requests. Additionally, those provisions in Section 3, allowing for the conversion of sick leave to personal time or vacation time, will not become effective until October 1, 1994.
8. Article 25 - Safety Committee, Equipment and Apparel - The parties agree that in the event that new classifications are added to the pay plan or position titles are changed, those positions which are determined by the City to be potentially at risk to the diseases covered in this Article, shall be entitled to receive the immunization as provided herein.
9. Article 30 - Special Leave - In addition to the benefits defined by this Article, both the City and the Union agree to abide by the provisions of the Federal Law pertaining to the Family Leave Act. The City has also developed a policy relating to the implementation of the Family Leave Act which shall be attached as Exhibit "C" and become a permanent part of the Collective Bargaining Agreement.

Jack Cassidy
September 21, 1994
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10. Article 32 - Holidays - With respect to Section 1 of this Article, the parties agree that all birthday holidays earned after October 1, 1994 shall be limited by the provisions of Section 1.
11. Article 37 - Vacations - The parties agree that with respect to the new vacation schedule defined by Section 1, that such schedule will not be implemented until after October 1, 1994.
12. Article 40 - Services to the Union - With respect to the reference of a semi-annual list of all bargaining unit employees, the parties agree that the City will provide the Union with two quarterly lists of general employees. One list will define those general employees within the bargaining unit and one will define those general employees outside the bargaining unit.
13. Article 46 - Classification Evaluation and Revision - With regards to Section 4 of this article, the parties agree and understand that the Human Resources Division will notify the Union of such reclassification requests.
14. Promotions - The parties agree to develop a committee made up of three City Management employees, appointed by the City Manager and three AFSCME employees, appointed by the Union to develop a promotional procedure for employees covered by this Agreement. Initiation of the work by this committee shall commence no later than October 1, 1994.

Jack, please review these agreed upon clarifications and determine if they are complete. If you agree with the information as provided, please indicate by signing this letter in the space provided. Once you have approved this letter, I will have it signed by the City Manager and a copy will be provided to you for attachment to the contracts. If you have additional concerns, please specify accordingly and we will meet as soon as possible to address those concerns. Thank you for your anticipated cooperation in this matter.

Very truly yours,



William G. Keegan, Jr.



City of Hollywood



Jack Cassidy, AFSCME, Local 2432

LABOR/MANAGEMENT COMMITTEE RULES AND REGULATIONS

One (1) representative from each Department - Labor (8)
One (1) representative from each Department - Management (8)
One (1) Human Resources Director or Designee
One (1) City Manager or Designee

- * All meetings shall have an agenda. Management must put its ideas in writing. Labor must put its ideas in writing.
- * Discussions shall be limited to the ideas on the agenda.
- * Future agenda items will be discussed at the end of the meeting.
- * Rap-ups and assignments will be reviewed at the end of each meeting.
- * Discussion on any one agenda item will be limited to thirty (30) minutes unless otherwise agreed to by the majority of the group.
- * All meetings will be limited to two (2) hours and will be held once a month on a consistent day and time, unless otherwise mutually agreed to by both parties.

General Employees
Calculation of Paid Benefits at Retirement

Final Pay at Retirement:

Regular hours, vacation hours (to maximum allowed), sick hours (to maximum allowed), compensatory hours (regular and blood), and holiday hours.

SUBJECT: FAMILY LEAVE
EFFECTIVE DATE: JULY 1, 1994
ORIGINATING DIVISION: HUMAN RESOURCES

PURPOSE:

To provide a policy that is in conformance to the Family and Medical Leave Act of 1993.

POLICY:

- All regular employees who have been employed with the City for at least twelve (12) months in total are eligible to take an approved unpaid leave of absence for up to twelve (12) weeks in any twelve (12) month period under particular circumstances that are critical to the existence of the family. The twelve (12) month period shall consist of the time beginning with the approved leave and extending over the subsequent twelve (12) months. Leave may be taken upon the birth of the employees child; upon the placement of a child for adoption or as precondition to adoption; when the employee is needed to care for a child, spouse or parent who has a serious health condition; or when the employee is unable to perform the functions of his/her position because of a serious health condition.

PROCEDURE:

Employees requesting family leave will be required to utilize accrued sick or annual leave benefits before becoming eligible for the unpaid leave. Accrued benefits that are used by the employee will be counted as part of the family leave time requirements. Employees will continue to be eligible for health and life insurance coverage during the leave of absence.

Employees requiring the use of family leave must submit a written request to the Department Head no later than thirty (30) days prior to the need for leave unless it is an unforeseeable emergency. When the leave requested pertains to personal leave to care for a child, spouse or parent, the City may require the employee to provide medical certification from an appropriate health care provider. Each employee requesting leave will receive written notification from the City regarding his or her approval status.

An employee returning from family or medical leave is entitled to the position held before the leave began assuming that the position is vacant. If the former position is not vacant, the employee will be offered an equivalent position with no reduction in salary or change in other terms and conditions of employment.

Questions regarding more specific details should be directed to the Human Resources Division.

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EMPLOYEE ORGANIZATION AGREEMENT

7 THIS AGREEMENT is entered into by and between the City of
8 Hollywood, Florida, hereinafter referred to as the "Employer" or
9 the "City," and the Hollywood, Florida; City Employees, Local 2432,
10 American Federation of State, County and Municipal Employees (AFL-
11 CIO), hereinafter referred to as the "Union". It is the intent and
12 purpose of this Agreement to assure sound and mutually beneficial
13 working and economic relationships between the parties hereto, to
14 provide an orderly, prompt and peaceful means of resolving any
15 misunderstandings or differences which may arise, and to set forth
16 herein basic and full agreement between the parties concerning
17 rates of pay, wages, hours of employment, pensions, and other terms
18 and conditions of employment. It is understood that the City of
19 Hollywood is engaged in furnishing essential public services which
20 vitally affect the health, safety, comfort and well-being of the
21 public, and both parties hereto recognize the need for continuous
and reliable service to the public.

1
2 **ARTICLE 1: RECOGNITION**

3
4 **Sec. 1.** The Employer recognizes Local 2432, AFSCME, AFL-CIO
5 as the sole and exclusive bargaining agent, with respect to wages,
6 hours, pensions, and other conditions of employment, for all
7 Employees in the bargaining unit, as per Certification #151 granted
8 by the Florida Public Employees Relations Commission, attached as
9 Appendix "A", and as may be amended in the future by the
10 appropriate authority of the State of Florida.

11 **Sec. 2.** The parties agree that if additional classifications
12 are created, they shall meet as soon as practicable thereafter to
13 negotiate concerning whether or not these new classifications shall
14 be included in the Bargaining Unit. The City and the Union agree
15 to request a Unit Clarification from P.E.R.C. as soon as
16 practicable thereafter for agreed upon classifications.

17 **Sec. 3.** If a position's duties change substantially, which
18 in the opinion of the City convert the position from a bargaining
19 unit member to an employee which should be excluded from the
20 Bargaining Unit, the City and the Union agree that the City shall
21 notify the Union of such potential changes. The City and the Union
22 agree to request a Unit Clarification from P.E.R.C. as soon as
23 practicable thereafter for classifications which the parties agree
24 should be excluded from the Bargaining Unit.

1 ARTICLE 2: REPRESENTATION BY THE CITY

2

3 Sec. 1: The City shall be represented by the City Manager,
4 or a person or persons designated in writing to the Union by the
5 City Manager. The City Manager shall have the authority to execute
6 an Agreement on behalf of the City upon being directed by an
7 official resolution of the City Commission. It is understood that
8 the City representative or representatives are the official
9 representatives of the City for the purpose of negotiating with the
10 Union and administration of the Collective Bargaining Agreement
11 between the parties. Negotiations entered into with persons other
12 than those as defined herein, regardless of their position or
13 association with the City, shall be deemed unauthorized and shall
14 have no weight of authority in committing or in any way obligating
15 the City.

1 ARTICLE 3: UNION REPRESENTATION

2 Sec. 1: The City recognizes and shall deal with the
3 appropriate Union Business Agent, International Representatives
4 and any other Union members and/or attorneys, designated by the
5 Union President, in those matters relating to collective
6 bargaining and administration of the Collective Bargaining
7 Agreement between the parties. Changes of representatives shall
8 be submitted to the City Manager, in writing, by the Union
9 President.

10 Sec. 2: The employer shall furnish each new employee with
11 a copy of this Agreement which includes an Authorization for Dues
12 Payroll Deduction form (see Appendix C).

ARTICLE 4: DISCRIMINATION

1
2 Sec. 1: The Employer and the Union agree that the basic
3 intent of this Agreement is to provide a fair day's work in return
4 for a fair day's pay and to provide conditions of employment
5 suitable to maintain a competent work force. The Employer and the
6 Union agree that all provisions of this Agreement shall be applied
7 to all Employees covered by it and that the Employer and the Union
8 affirm their joint opposition to any discriminatory practices in
9 connection with employment, promotion or training, remembering
10 that the public interest requires the full utilization of
11 employee's skill and ability without regard to religion,
12 disability, marital status, political affiliation, race, color,
13 creed, national origin, sex or age. Employees shall be treated in
14 a respectful manner.

15 Sec. 2: Employees shall have the right to join the Union,
16 to engage in lawful concerted activities for the purpose of
17 collective bargaining, to express and communicate any view,
18 grievance, complaint, or opinion, within the bounds of good taste,
9 relative to the conditions or compensation of public employment or

1 its betterment, all free of restraint, coercion, intimidation or
2 reprisal against any employee because of that employee's
3 membership or lack of membership in the Union or by virtue of
4 his/her holding office or not holding office in the Union. This
5 provision shall be applied to all Employees by the Employer and
6 the Union.

7 Sec. 3: Local 2432, American Federation of State, County
8 and Municipal Employees, AFL-CIO, exercises rights granted
9 under State Statute 447.401 and may represent non-members of the
10 Union in the grievance procedure.

ARTICLE 5: MANAGEMENT SECURITY

1
2
3 Sec. 1: The Employer and the Union recognize the mutually
4 beneficial effects of a harmonious and cooperative relationship
5 between said parties, and agree to comply diligently and fully
6 with the requirements of the Florida Public Employees Relations
7 Act.

8 Sec. 2: There will be no strikes, work stoppages,
9 picketing, slowdowns, or other concerted failure or refusal to
10 perform assigned work by the Employees of the Union and there will
11 be no lockouts by the City for the duration of the Agreement. The
12 Union guarantees to support the City fully in maintaining
13 operations in every way.

14 Sec. 3: Any Employee who participates in or promotes a
15 strike, work stoppage, picket line, slowdown, or concerted failure
16 or refusal to perform assigned work may be discharged or otherwise
17 disciplined by the City.

18 Sec. 4: It is recognized by the parties that the City is
19 responsible for and engaged in activities which are the basis of
20 the health and welfare of our citizens and that any violation of
21 the Article would give a rise to irreparable damage to the City
22 and to the public at large. Accordingly, it is understood and
23 agreed that in the event of any violation of this Article, the
24 City, shall be entitled to seek and obtain immediate injunctive
25 relief, provided, however, it is agreed that the Union shall not
26 be responsible for any act alleged to constitute a breach of this
27 Article if the Union did not instigate or support in any manner
28 such action and, further, that the Union has used every reasonable
29 means to prevent or terminate such action.

1 Sec. 5: Picketing, as referred to in this Article, shall
2 mean any action by way of demonstrating which may have the effect
3 of preventing or discouraging any Employee from coming to work, or
4 have the effect of preventing or discouraging any supplier or
5 contractor from entering any City premise. No employee shall
6 picket concerning a matter that is subject to the grievance or
7 arbitration procedure.

ARTICLE 6: MANAGEMENT RIGHTS

1
2
3 Sec. 1: Except as provided in this Agreement, it is the
4 right of the Public Employer to determine unilaterally the purpose
5 of each of its constituent agencies; set standards of services to
6 be offered to the public, and exercise control and discretion over
7 its organization and operations. It is also the right of the
8 Public Employer to direct its Employees, take disciplinary action
9 for proper cause, and relieve its Employees from duty because of
10 lack of work or for other legitimate reasons. However, the
11 exercise of such rights shall not preclude Employees or their
12 representatives from raising grievances, should decisions on the
13 above matters have the practical consequence of violating the
14 terms and conditions of any collective bargaining agreement in
15 force or any civil or career service regulation.

1 ARTICLE 7: PAYROLL DEDUCTION OF DUES

2
3 Sec. 1: On receipt of a lawfully executed written
4 authorization from an employee, the City will deduct from the
5 employee's pay the amount so specified by said employee, but not
6 less than regular dues.

7 Sec. 2: The City will remit to the Union Treasurer such
8 sums within fifteen (15) days, together with a list of employees
9 for whom deductions were made.

10 Sec. 3: Changes in the Union's membership dues rate shall
11 be certified to the City, in writing, over the signatures of the
12 authorized officer or officers of the Union, at least thirty (30)
13 days in advance of the effective date of such change.

14 Sec. 4: The City's remittance shall be deemed correct if
15 the Union does not give a written notice to the City within two
16 (2) calendar weeks after remittance is received of its belief,
17 with reasons stated therefore, that the remittance is incorrect.

18 Sec. 5: An employee may revoke, in writing, with thirty
19 (30) days prior notice to the City and the Union, their
20 authorization for dues or other deductions.

21 Sec. 6: The Union will indemnify, defend and hold the City
22 harmless against any claims made and against any suit instituted
23 against the City on account of any check-off of Union dues.

24 Sec. 7: When an employee has been suspended or discharged
25 and subsequently returned to work, with full or partial back
26 pay, or has been reclassified retroactively, the City shall, in
27 the manner outlined in Section 1 above, deduct the Union
28 membership dues that are due and owing for the period for which
29 the employee receives back pay.

1 Sec. 8: The City shall provide the Union, on a quarterly
2 basis, a list of all employees in the Bargaining Unit represented
3 by the Union. This list shall contain the employee's name,
4 telephone number, complete address, department where employed and
5 whether the employee is a member or non-member.

1 ARTICLE 8: UNION BUSINESS

2 Sec. 1: The Local Union President or a representative of
3 the Local Union President shall be allowed time off work with pay
4 to attend any and all meetings held by the City Commission and
5 meetings with the City Administrators that relate to joint City
6 and Union business. On all such occasions the Union President
7 and/or representative shall give notice of any such meeting to
8 their supervisor. Approval shall not be unreasonably withheld by
9 any of their supervisors.

10 Sec. 2: The Employer agrees to allow two (2) Union members,
11 designated in writing by the Local President, up to ten (10) days
12 each off without pay each calendar year to attend Union Seminars,
13 Conventions and other Union functions. These days off may not be
14 permitted to accrue from year to year if not used. In order to
15 insure proper coverage of assignments, the Department Head should
16 be notified no later than twenty (20) days prior to the
17 aforementioned events.

18 Sec. 3: Up to seven (7) persons designated as part of the
19 Union bargaining team shall be permitted to attend negotiations
20 without loss of pay provided that the negotiation sessions occur
21 during the employee's regular working hours. Additionally, the
22 Union recognizes that the City is engaged in furnishing essential
23 public services vital to the Citizens of Hollywood. Therefore,
24 the Union will make a reasonable attempt not to have more than two
25 (2) members from the same classification in the same work unit as
26 members of the Union negotiating team. However, this does not
27 apply to elected union officials that are members of the team.

1 ARTICLE 9: UNION STEWARDS

2 Sec. 1: Stewards or Alternate Stewards may investigate and
3 discuss grievances and contract questions or complaints during
4 working hours in their respective areas; provided, however, they
5 first receive permission of the Division Head or, in his absence,
6 his designee. Provided, further, that such permission shall not
7 be unreasonably denied. The Union shall not make an unreasonable
8 number of requests.

9 Sec. 2: Chief Stewards may investigate and discuss
10 grievances and contract questions or complaints during working
11 hours at any work location in the City; provided, however, they
12 first receive permission of the division head or in his absence
13 his designee. Provided, further, that such permission shall not
14 be unreasonably denied. The Union shall not make an unreasonable
15 number of requests.

16 Sec. 3: A Chief Steward, a Steward or an Alternate Steward
17 may process grievances in accordance with provisions of Article 29
18 - Grievance Procedure. However, only one representative of the
19 Union (Chief Steward, Steward or Alternate Steward) shall be
20 permitted to process a grievance during the Steward's working
21 hours until such grievance reaches step 3. When a grievance
22 reaches step 3, the Chief Steward and the Steward or the Alternate
23 Steward may, subject to approval as specified in Sections 1 and 2,
24 participate in grievance processing during the Steward's working
25 hours.

1 ARTICLE 10: WAGES

2 Sec.1: For purposes of this contract only, this Article
3 shall be referred to as Article 10A and 10B. Should a referendum
4 vote or special act of the Florida Legislature not amend Article
5 X (10) of the Hollywood City Charter as described in Article 18 of
6 this Agreement or if the City of Hollywood fails to provide
7 additional and adequate funding required to provide all of the
8 increased benefits as described in Article 18; on the date
9 following the vote to deny such amendments, or on the date the
10 City of Hollywood budget is adopted which fails to adequately fund
11 this Agreement, whichever is earlier, the provisions of Article
12 10B shall apply. Otherwise, the provisions of Article 10A shall
13 be applicable.

14 ARTICLE 10A WAGES

15 Sec. 1: All wage schedules as embodied in the appropriate
16 pay plan for members of this bargaining unit will be increased as
17 follows:

18 (a) effective 10/1/94, by 3%; and

19 (b) effective 10/1/95, by 3%.

20 Sec. 2: Each of the above increases will be implemented at
21 the start of the pay period in which each specific date falls.

22 Sec. 3: The October 1, 1995 increase will be cumulative
23 upon the October 1, 1994 increase.

24 Sec. 4: Effective October 1, 1994, the City shall implement
25 a two-tier pay plan as follows:
26
27

1 (a) Tier A Pay Plan. Employees hired by the City, on
2 or before October 1, 1994 shall be paid pursuant to the "Tier A
3 Pay Plan" for so long as they are continuously employed by the
4 City and/or as provided for in Article 42 of this Agreement.

5 (b) Tier B Pay Plan. Employees hired by the City
6 after October 1, 1994 shall be paid pursuant to the "Tier B Pay
7 Plan". The "Tier B Pay Plan" shall be ten percent (10%) lower than
8 the "Tier A Pay Plan". Employees compensated pursuant to the
9 "Tier B Pay Plan" shall, following one (1) year after attaining
10 Step F, be entered into the "Tier A Pay Plan" and compensated
11 under Step G. The provisions of Article 42 shall also apply to
12 employees compensated by the "Tier B Pay Plan". Employees
13 compensated by the "Tier A Pay Plan" will not be reassigned to the
14 "Tier B Pay Plan".

5 ARTICLE 10B WAGES

16 Sec. 1: All wage schedules as embodied in the appropriate
17 pay plan for members of this bargaining unit will be increased as
18 follows:

19 (a) effective 10/1/94, by 3%; and

20 (b) effective 10/1/95, by 3%.

21 Sec. 2: Each of the above increases will be implemented at
22 the start of the pay period in which each specific date falls.

23 Sec. 3: The October 1, 1995 increase will be cumulative
24 upon the October 1, 1994 increase.

25 Sec. 4: Effective on April 1, 1996, the wage schedule
26 shall include the addition of one new step to each Union
27 classification. This additional step shall be referred to as

1 "Step H". Step "H" shall be 5% above Step G and 5% below L1. L2
2 shall remain 5% above L1. All employees paid in accordance with
3 Pay Step "G" of each classification on the date of ratification of
4 this Agreement will be given an "H" step increase on April 1,
5 1996. Thereafter, an employee may be eligible to receive an "H"
6 step increase subject to the provisions of Article 17.

1 ARTICLE 11: ASSIGNMENT PAY

2 Sec. 1: An employee assigned to temporarily assume the
3 majority of duties and responsibilities of an incumbent employee
4 with a classification of a higher pay grade shall receive a five
5 percent (5%) increase in salary for the time actually assigned to
6 the classification. However, should the temporary assignment
7 continue for twenty-five (25) working days or more, the employee
8 will continue to receive five percent (5%) above the employee's
9 current straight time rate, or the minimum salary range, for the
10 position filled, whichever is higher. Temporary assignments that
11 continue for more than ninety (90) days will be evaluated by the
12 City and the Union. The continuation of assignment will be by
13 mutual consent.

14 Sec. 2: In the event an employee is assigned to work in a
15 vacant position within a classification of a higher pay grade, the
16 employee will receive the minimum of the salary range or five
17 percent (5%) above the employee's current straight time rate, or
18 the minimum salary range of the position filled, whichever is
19 higher. For the purpose of this provision, a vacant position is
20 one in which there is no incumbent assigned.

21 Sec. 3: A vacant position within a Civil Service
22 classification that has been staffed by assignment for ninety (90)
23 days will be evaluated to determine if the position should be
24 filled on a permanent basis. In no circumstance shall the vacant
25 position revert back to the assignment pay status unless by mutual
26 agreement between the City and the Union.

27 Sec. 4: Provided, however, that this Article shall not
28 apply to time periods of less than four (4) hours.

1 ARTICLE 12: LEADWORKER PAY

2
3 Sec. 1: Employees given assignments by the Department or
4 Division Head as leadworkers in responsible charge of a crew or
5 work unit, consisting of at least two (2) employees other than the
6 designated leadworker, will receive additional compensation in the
7 amount of one (1) pay step above their base hourly rate.

8 Sec. 2: Responsible charge shall be defined as having
9 temporary supervisory powers and operating within the Chain of
10 Command between the crew or work unit supervised and the
11 immediate-supervisor of the Employee. Employees whose duties and
12 responsibilities normally include supervision, will not be covered
13 by this section.

4 Sec. 3: There shall be an equal opportunity to be assigned
15 to leadworker status.

16 Sec. 4: In no case shall the leadworker appointment
17 continue for more than ninety (90) days where a Civil Service
18 Classification does not exist.

19 Sec. 5: Irrespective of the above, a classification for
20 leadworker will be established where appropriate. The
21 classification will be implemented no later than May 15, 1994.
22 However, if the aforementioned implementation date is not met, the
23 parties will mutually agree upon an alternate date.

1 ARTICLE 13: CERTIFICATION PAY

2 Sec. 1: Water and Wastewater Plant Operators will continue
3 to receive a one (1) pay step differential above their base rate
4 of pay upon attainment of their certification (Class C license).

5 Sec. 2: Any certified Water or Wastewater Plant Operator
6 who attains a Class B license will receive an added 2 1/2%
7 differential over the Class C entitlement.

8 Sec. 3: Any certified Water or Wastewater Plant Operator
9 who attains a Class A license will receive an added 2 1/2%
10 differential over the Class B entitlement (for a total 5% over the
11 Class C entitlement).

12 Sec. 4: If a CDL (Commercial Driver's License) is required,
13 the City will reimburse the individual for the required license
14 fees for the initial testing and renewals. For the purpose of
15 testing/practicing a City vehicle will be provided upon approval
16 of the Department Head.

1 ARTICLE 14: WORK SCHEDULING AND OVERTIME

2

3 Sec. 1: The current normal work week for all full time
4 employees shall consist of forty (40) hours per week. Under no
5 circumstances will benefits/rights associated to full time
6 employees be reduced or modified if the work week is altered. The
7 normal work week for all full time employees shall consist of
8 forty (40) hours per week beginning with the employee's first
9 regular shift. The normal work day shall consist of eight (8) or
10 ten (10) hours of work in the twenty-four (24) hour period. The
11 employer shall provide to the Union a list of all bargaining unit
12 employees who currently work a ten (10) hour day. The current
13 task basis system in the Sanitation Division shall continue.

4 Sec. 2: The employer reserves the right to designate a
15 change in the work schedule, weeks, days, hours and shifts of its
16 employees; however, no individual employee shall have his/her work
17 schedule or day off schedule changed for the purpose of avoiding
18 the payment of overtime. In any event, notice of not less than
19 five (5) working days shall be given to the affected employees and
20 an authorized representative(s) of the Union. Upon the request of
21 the employee or the Union, the employer agrees to meet and confer
22 with the above referenced Union Official(s) and/or the employee.
23 Should the City not comply with the notice requirements, and if
24 appropriate, the above referenced meeting, the employee schedule
25 will not be changed. Further, scheduling changes will not be used
26 for disciplinary purposes.

27 Sec. 3: Work schedules and regular days off can be changed

1 to provide manning for any unforeseen emergencies. The parties
2 mentioned above will be notified as soon as practicable.

3 Sec. 4: The employer and the Union recognize that certain
4 type of activities operating on a continuous basis require
5 different treatment as to hours worked, and agree that in those
6 instances, an eight (8) consecutive hour shift, including lunch
7 period, and breaks per Article 19, may be allowed. In the Public
8 Works Department, personnel assigned to beach maintenance will be
9 permitted to operate in a flexible but not split shift work
10 schedule. In the Recreation Division, program supervisors and
11 staff will be permitted to operate in a flexible but not split
12 shift work schedule; personnel assigned to ballfield maintenance
13 will be permitted to operate in a flexible but not split shift
14 work schedule for such events that occur sporadically. Employees
15 assigned to the Police Department who are ordered to extended
16 standby by the Court Liaison Officer, will receive one (1) hour of
17 compensatory time at straight time, for such inconvenience. This
18 section shall not apply if the employee is called into court
19 during this period and callback pay is provided (Sec. 5).

20 Sec. 5: An employee who is called into work outside his
21 normal work schedule will be guaranteed a minimum of three (3)
22 hours pay at the time and one-half rate regardless of the number
23 of hours worked during the work week. This does not apply in the
24 case of scheduled overtime, or if the call-out occurs within one
25 (1) hour of the start of the employee's normal work schedule.

26 Sec. 6: Opportunity to work overtime will be distributed as
27 equally as practicable among employees in the same job

1 classification in the same work section and area starting with the
2 most senior employee, provided the employees are qualified to
3 perform the overtime work required. Overtime opportunities will
4 be accumulated on adequate records and will be available to the
5 Union and employees. Shop Stewards will have reasonable
6 opportunity to review such records. If an employee establishes
7 that he/she has not received his/her fair share of overtime
8 opportunities, such employee shall have first preference to future
9 overtime work.

10 Sec. 7: Scheduling for overtime and holiday work in the
11 Water Treatment Plant shall be assigned from a rotation list
12 composed of qualified operators grouped by classification,
13 provided a certified operator is on duty at all times, assigned to
14 the Main Control Room. Qualified, certified supervisory personnel
15 may be called upon, at the discretion of Management, for
16 appointment to overtime or holiday work based upon the
17 unavailability of employees with the Operator classification.

18 Sec. 8: By mutual agreement between the employer, the Union
19 and the employee involved, compensatory time at the appropriate
20 rate may be granted in lieu of premium overtime pay. Such
21 compensatory time may be accumulated up to forty (40) hours and is
22 to be granted within the ninety (90) calendar day period
23 succeeding the date on which the overtime is worked. If a written
24 request is received prior to or within forty-five (45) days after
25 the date on which the overtime is worked, the compensatory time
26 off shall, subject to management's responsibility to maintain
27 efficient operations, be scheduled and granted as requested by the

1 employee. If the employer does not schedule the compensatory time
2 in accordance with the employee's request, or at some other time
3 mutually agreed to, prior to the completion of the ninety (90)
4 calendar day period succeeding the date on which the overtime is
5 worked, the employee shall be compensated at the appropriate rate
6 of pay in lieu of paid time off.

7 Sec. 9: Time-and-one-half (1-1/2) the employee's regular
8 rate of pay shall be paid for all work performed in excess of
9 forty (40) hours of work in any work week. Paid holidays and paid
10 vacation and compensatory leave shall be considered as work
11 performed for the purpose of counting forty (40) hours in any work
12 week. Paid or unpaid sick leave shall not count as work performed
13 for the purposes of counting forty (40) hours in any work week.

4 Sec. 10: In no instance shall standby be involuntarily
15 assigned to regularly scheduled days off.

16 Sec. 11: Upon appropriate authorization, should it be
17 required that an employee respond to a telephone conversation, in
18 which substantive information is exchanged, that relates to an
19 employees specific skills and ability, the employee will be
20 compensated one (1)hour at straight time.

1 ARTICLE 15: LABOR-MANAGEMENT COMMITTEE

2 Sec. 1: There shall be a Labor-Management Committee formed
3 within each major department as indicated, affected by this
4 Agreement. Said Committee shall consist of three (3) members
5 designated by the Union and three (3) members designated by the
6 Department Director of each affected Department:

7 Police Department

8 Fire Department

9 Public Works Department

10 Public Utilities Department

11 Parks and Recreation Department

12 There shall not be more than one (1) employee designated by the
13 Union from any one (1) division within each department.

14 Sec. 2: There shall be a Labor-Management Committee to
15 collectively represent the departments in City Hall. Said
16 Committee shall consist of three (3) members designated by the
17 Union and three (3) members designated by the various Department
18 Directors of each affected Department; there shall not be more
19 than one (1) employee designated by the Union from any one (1)
20 Department in City Hall.

21 Sec. 3: The Union membership of each committee shall
22 consist of persons from within the position classifications
23 covered, by this Agreement and the Management shall consist of
24 persons within the affected Department. Time off with pay, as
25 required, shall be granted to employees designated as Committee
26 members for attendance at Labor-Management Committee meetings.

1 Sec. 4: Each committee shall meet once every two (2) months
2 or at other times by mutual consent. Minutes will then be taken
3 and kept of all meetings of each committee. Meetings will be
4 conducted during normal operating hours of the Department. If the
5 course of the meeting should extend beyond the Union designated
6 employee's normal working hours, that employee shall not be
7 entitled to any additional compensation beyond his/her normal
8 day's wage.

9 Sec. 5: The purpose of each Labor-Management Committee
10 shall be limited to discussion of general departmental internal
11 problems and to assist in the dissemination of departmental
12 communications to its employees. The Committee shall not engage
13 in any labor negotiations, nor shall it be or become a vehicle for
4 grievance handling, processing or resolution.

1 ARTICLE 16: VOLUNTARY DEMOTIONS/LATERAL TRANSFERS

2 Sec. 1: Any employee holding permanent status within the
3 classified system may voluntarily request a lateral transfer or a
4 demotion to a lower paid position without having to take the usual
5 examination for appointment to the lower paid position or lateral
6 position.

7 Sec. 2: Prerequisites for such voluntary demotion/lateral
8 transfer:

9 (a) the employee must submit the request in writing to
10 the Human Resources Department and must state the title of the
11 lower/lateral position requested, the reason(s) for the request,
12 an acknowledgment that they understand that the demotion will
13 involve a reduction in pay unless otherwise stipulated and, once
14 either is approved and effected, is permanent and cannot be
15 reversed except through the regular promotional procedures for
16 classified employees;

17 (b) the employee must meet the minimum requirements for
18 the lower paid/lateral position as set forth in the classified
19 code book; determination as to whether or not employee meets the
20 minimum requirements will be made by the Chief Test Examiner;

21 (c) there must be a budgeted vacancy in the
22 lower/lateral position available; no employee holding such
23 lower/lateral position may be involuntarily bumped out of that
24 position for the purpose of providing room for the voluntarily
25 demoting/laterally transferring employee; however, such demotions
26 or transfers shall supersede any existing eligibility lists:

27

1 (d) the receiving Department Head may approve or
2 disapprove acceptance of the voluntarily demoting/laterally
3 transferring employee;

4 (e) there will be no probationary period for the
5 voluntarily demoting/laterally transferring employee in the new
6 lower paid/lateral position.

7 Sec. 3: The voluntarily demoting/laterally transferring
8 employee will retain such seniority and other benefits earned
9 prior to the effective date of the demotion/transfer.

10 Sec. 4: As indicated in Sec. 2(a) above, the voluntarily
11 demoting employee may not proceed to any higher paid position
12 (including the classification from which demoted) unless such
13 employee has applied for and competed in the regular promotional
14 examination, and been certified as eligible for appointment (and
15 promotion) in accordance with the classified system's regular
16 promotional appointment procedures.

17 Sec. 5: The provisions of Section 2(d) of this Article
18 shall be grievable but not arbitrable.

1 ARTICLE 17: PERFORMANCE REVIEW AND MERIT PAY INCREASES

2 Sec. 1: Persons employed by the City after ratification by
3 both parties of this Agreement shall serve a one (1) year
4 probationary period ("Original Probationary Period"). Employees
5 shall be reviewed at the end of the first six (6) months of the
6 Original Probationary Period, and if they do not receive an
7 overall unsatisfactory evaluation, they shall receive a one step
8 merit increase. Six months after completion of an Original
9 Probationary Period, and annually thereafter, employees shall be
10 evaluated, and if they do not receive an overall unsatisfactory
11 evaluation they shall receive a one step merit increase. The
12 employer shall perform the evaluations for all employees under
13 this section on a timely basis so that merit pay increases, if
14 any, can be awarded on a timely basis. All merit increases shall
15 be retroactive to the salary review date. Promotions shall be
16 subject to a six (6) month probationary period.

17 Sec. 2: All employees covered by this Agreement shall be
18 evaluated, at least annually, by their supervisors. Employees
19 qualifying for merit raises (not having reached top-of-scale),
20 shall be evaluated by their supervisor within sixty (60) days
21 prior to the pay period in which their merit pay review date
22 falls, following completion of their probationary period. If the
23 overall evaluation results in a satisfactory or better performance
24 review, the employee shall receive a one (1) step merit pay
25 increase. Such merit pay increases shall not exceed the maximum
26 pay step indicated in the Official Pay Schedules for the
27 particular classification.

1 Sec. 3: All employees covered by this Agreement whose
2 annual overall performance evaluation is unsatisfactory, shall be
3 denied a merit pay increase. The employer shall within ninety
4 (90) days, reevaluate the employee where an overall unsatisfactory
5 evaluation is the reason for the denial of a merit increase; upon
6 such reevaluation, if the performance improves to a satisfactory
7 evaluation, the merit pay step will be granted. This shall not-
8 change the employee's annual merit review date.

9 Sec. 4: Employees covered by this Agreement who are
10 not eligible for a merit increase, having reached the top of their
11 wage scale, whose annual overall performance evaluation is
12 unsatisfactory, shall be counseled and reevaluated within ninety
13 (90) days. If upon reevaluation the overall performance is still
14 unsatisfactory, the employee shall be issued a written, detailed
15 explanation, including corrective actions needed of his/her
16 overall unsatisfactory performance.

17 Sec. 5: The provisions of Section 4 (above) shall also
18 apply to an employee who has not reached top-of-scale as otherwise
19 covered under Section 3 (above).

20 Sec. 6: Employees who do not agree with their performance
21 review evaluation may appeal to the Department Head but may not
22 make use of the grievance or arbitration procedure. If an
23 employee receives two consecutive less than overall unsatisfactory
24 performance reviews, the second such review shall be grievable and
25 arbitrable. The disposition of the grievance will be placed in
26 the employee's personnel file.

27 Sec. 7: One annual performance review form shall be

1 mutually agreed upon and used universally throughout the City.

2 Sec. 8: The parties recognize that a performance review
3 system is an orderly procedure that provides an employee
4 appropriate performance feedback. Therefore, the system is not
5 intended to be punitive oriented. As such, this Article will not
6 be utilized as a basis for disciplinary action.

7 Sec. 9: Effective upon ratification of this Agreement, if
8 the employee's performance review is not completed by the
9 employee's annual review date it will be assumed the employee's
10 review was satisfactory and the merit increase will be
11 automatically given.

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ARTICLE 18: PENSION AND PENSION PLAN

Section 1: Employees shall receive pension benefits according to the provisions of the Hollywood City Charter, Article X (10). A copy of these provisions have been attached and incorporated herein. (See Appendix "D").

Section 2: The City shall adopt an Ordinance, no later than October 1, 1994, in a form acceptable to the City Commission and to the American Federation of State, County and Municipal Employees, Local 2432, subject to approval by the electorate of the City, amending Article X, Sections 10.01(5), (8), (9), and 10.04 of the Hollywood, Florida City Charter to provide the benefits initiated in this Article. The City and the Union stipulate that the Early Retirement Incentive Program (ERIP), set forth in Section two (2) and three (3) of this Article, will not be initiated unless a sufficient number of eligible members participate in the Program to provide the annual cash flow to finance the 3% Retirement benefit. Such participation shall be initiated through an irrevocable application for Retirement under the conditions described by the Program.

Section 3: Article X, Section 10.01 (5) of the City Charter shall be amended by adding the following as Sub-Section (g):

Section 10.01(5) Credited Service (ERIP)

(g) In addition to the credited service earned pursuant to subsections (5)(a)-(f) above, members who, as of December 31, 1994, are eligible for the Early Retirement Incentive Program (ERIP) described in Section 10.01 (8)(e) hereof, or who lack five (5) or fewer years of

1 credited service in order to be eligible for said ERIP,
2 may apply to purchase up to five (5) years of credited
3 service under the following terms and conditions:

4 (i) A list of eligible members to participate in the
5 E R I P will be developed and mutually agreed to
6 by the parties prior to July 1, 1994.

7 (ii) Additional years of credited service may be pur-
8 chased in one (1) year increments up to a maxi-
9 mum of five (5). An apportioned year of credit-
10 ed service may be purchased in those instances
11 where such apportionment would complete a full
12 year of credited service. The purchase price
13 for additional year(s) of credited service shall
14 be determined by the following calculation:

15 (1) Number of years requesting to be pur-
16 chased,

17 (2) Multiplied by seven percent (7%)

18 (3) Multiplied by the member's salary as of
19 the date of retirement.

20 (iii) The member's accrued leave must first be used to
21 purchase the additional year(s) of credited ser-
22 vice. The cash value of such leave accruals
23 will be determined by past practice. However,
24 should the cash value of the member's leave
25 accruals not equal the purchase price of the
26 additional years of credited service, the member
27 will enter into a written agreement with the

1 City to withhold monthly installment payments
2 from the member's Service Retirement Annuity.
3 Such monthly installment payments shall be made
4 without interest and shall be paid to the Gener-
5 al Employee's Pension Fund over a period of time
6 equal to the number of years of credited service
7 purchased by the member. In lieu of making
8 installment payments, a member shall have the
9 option of paying, in full, the balance of the
10 purchase for the additional years of credited
11 service on the date of Retirement.

12 (iv) Any member who purchases credited service for
13 purposes of participating in the ERIP, and who
14 has leave accruals remaining in excess of the
15 amounts needed to purchase such credited ser-
16 vice, shall receive the cash value of those re-
17 maining leave balances in five (5) equal, annual
18 installment payments. Those members who do not
19 purchase any additional service credit, shall
20 receive the cash value of any remaining leave
21 balances in two (2) equal annual installment
22 payments. Installment payments as described
23 herein shall be without interest and shall be
24 made not later than September 30 of each year
25 following the date of Retirement, unless a
26 delay of payment is requested, in writing, by
27 the member.

1 The City reserves the option of liquidating any
2 remaining leave balances, in full, to the
3 member.

4 Section 4: Article X, Section 10.01 (8) of the City Charter
5 shall be amended to read as follows:

6 **Section 10.01(8) Conditions for Retirement**

7 (a) Any member in service for twenty-five (25) years
8 regardless of age, or who has attained age fifty-five (55) with at
9 least ten (10) years of credited service, shall be permitted to
10 Retire at 2-1/2% of the member's average salary for the highest
11 three (3) consecutive years of credited service, multiplied by the
12 number of years of credited service. For purposes of determining
13 a member's pension benefit, credited service shall not include any
14 years in which the member was a participant in the DROP Plan.

15 (d) Effective October 1, 1998, any member in service for
16 twenty-five (25) years regardless of age or who has attained age
17 fifty-five (55) with at least ten (10) years of credited service
18 shall be permitted to retire at three percent (3%) of the member's
19 average salary for the highest three (3) consecutive years of
20 credited service multiplied by the number of years of credited
21 service. For purposes of determining the member's pension
22 benefit, credited service shall not include any years in which the
23 member was a participant in the DROP plan.

24 (e) An Early Retirement Incentive Plan (ERIP) is hereby
25 created.

26 (i) Notwithstanding the provisions of (a), (b) and
27 (d) above, those members who, as of December 31,

1 1994, satisfy the conditions for retirement set
2 forth in Sub-Section (8) hereof or, who have at
3 least ten (10) years of credited service, five
4 (5) of which may be purchased as provided for in
5 Section 10.01 (5) (g), and whose age plus cred-
6 ited service equals or exceeds fifty-five (55),
7 may apply to receive a Service Retirement Annu-
8 ity. The Service Retirement Annuity will equal
9 three percent (3%) of the member's average
10 salary for the highest three (3) consecutive
11 years of credited service. Such calculation may
12 include one previous year of credited service,
13 one current year of credited service and one
14 purchased year of credited service.

15 (ii) Any purchased years of credited service may be
16 added to the members achieved level of credited
17 service to reach a maximum level of credited
18 service of twenty-seven (27) years.

19 (iii) Members participating in the ERIP shall make an
20 irrevocable application for Retirement to the
21 Human Resources Division no later than 5:00 P.M.
22 on December 1, 1994. The member must actually
23 Retire on a date prior to June 30, 1995. Such
24 Retirement date may be extended for up to two
25 (2) months beyond the June 30, 1995 date at the
26 discretion of the City Manager. Retirement
27 extensions beyond August 30, 1995 may also be

1 granted subject to the mutual agreement between
2 the member and the City Manager.

3 (iv) Members participating in the ERIP shall not be
4 eligible to participate in the DROP plan as de-
5 scribed in Section 10.01(8)(c); and, following
6 Retirement, an ERIP participant will no longer
7 be eligible for full or part-time employment
8 with the City.

9 Section 5: Article X, Section 10.01(9) of the City Charter
10 shall be amended to read as follows:

11 **Section 10.01(9) Service Retirement Annuity.**

12 (a) Upon Retirement on and after February 1, 1974 but prior
13 to October 1, 1998, a member shall be entitled to
14 receive a Service Retirement Annuity equal to two and
15 one-half percent (2½%) of the member's average salary
16 for the highest three (3) consecutive years of credited
17 service, multiplied by the number of years of credited
18 service up to a maximum of thirty (30) years of credited
19 service at a maximum pension rate of seventy-five
20 percent (75%). Members who Retire on and after October
21 1, 1998, shall be entitled to receive a Service Retire-
22 ment Annuity equal to three percent (3%) of the member's
23 average salary for the highest three (3) consecutive
24 years of credited service, as calculated pursuant to
25 Section 10.01(8)(E)(i) multiplied by the number of years
26 of credited service up to a maximum of twenty-seven (27)
27 years of credited service at a maximum pension rate of

1 eighty-one percent (81%). Proportionate credit shall be
2 granted for any fractional year of service.

3 Section 6: Article X, Section 10.04 of the City Charter
4 shall be amended by adding sub-section (3).

5
6 **Section 10.04 Assets of Prior Funds**

7 (3) Members of the Employees Supplemental Retirement System
8 shall not be eligible to participate in the Early
9 Retirement Incentive Program (ERIP) as described in
10 Section 10.01(8)(e).

1 ARTICLE 19: REST PERIODS

2 Sec. 1: Each employee shall be granted two (2) fifteen
3 (15) minute rest periods with pay on a regular basis except at
4 times of operational problems. The first rest period will be
5 scheduled approximately mid-point in the first one-half of the
6 employee's regular work shift and the second rest period will be
7 scheduled approximately mid-point in the second one-half of the
8 employee's regular work-shift.

9 Sec. 2. Employees working a ten (10) hour day shall receive
10 two (2) twenty (20) minute breaks in lieu of the fifteen (15)
11 minute breaks. The first rest period will be scheduled approxi-
12 mately mid-point in the first one-half of the employee's regular
13 work shift and the second rest period will be scheduled approxi-
14 mately mid-point in the second one-half of the employee's regular
15 work-shift.

1 ARTICLE 20: SICK LEAVE

2 Sec. 1: Employees shall accrue one (1) sick leave day for
3 each month worked. Sick leave shall be allowed to accrue without
4 limit. Employees covered by this contract and serving a proba-
5 tionary period of employment may use accrued sick leave in the
6 same manner as permanent employees.

7 Sec. 2: In order to qualify for sick leave pay, employees
8 on shift work must notify their supervisor of their illness as
9 soon as practicable but not later than one-half hour prior to the
10 start of their scheduled shift; non-shift personnel within one-
11 half (1/2) hour after shift starts, except in case of emergency,
12 such notification shall be made each day of illness absence, by
13 the employee or a responsible member of his house-hold, unless the
14 employee is hospitalized, or under doctor's care.

15 Sec. 3: Sick leave shall be allowed to accrue without
16 limit. If an employee has accumulated four hundred (400) hours of
17 sick leave as of October 1st of any Fiscal Year, he or she shall
18 have the option of converting the next forty (40) hours of accrued
19 sick leave days to vacation days. Requests to convert the next
20 forty (40) hours of sick leave to vacation leave must be made to
21 the employee's Division Head within the first work week following
22 October 1st of each fiscal year. On September 30th, any unused,
23 converted vacation leave shall revert back to sick leave.
24 Additionally, between October 1st and September 30th of each
25 Fiscal Year, any employee may use three (3) accrued sick leave
26 days as personal days. Personal days will not accumulate from year
27 to year.

1 Sec. 4: The options chosen by all covered employees in
2 1980 shall remain in full force and effect, except as may be
3 modified herein. Sick leave hours accrued and unused as of
4 October 1, 1994 shall be referred to as "Existing Hours".
5 Employees who separate from employment with the City prior to
6 October 1, 1994 with less than five (5) years of credited service
7 shall receive no payment for "Existing Hours". Employees with
8 five (5) or more years of credited service, who separate from
9 employment with the City for any reason whatsoever, enter the
10 "DROP" Plan, or Retire shall receive a payment equal to the
11 product of their final hourly rate of pay and "Existing Hours".
12 This calculation shall be used unless otherwise stipulated in
13 Article 18 for ERIP participants.

14 Sec. 5: On or after October 1, 1994, employees who
15 terminate their employment with the City for any reason whatsoev-
16 er, enter the "DROP" Plan, or Retire shall, in addition to any
17 payment which may be due pursuant to Section 4 of this Article,
18 receive a payment equal to the product of unused sick leave
19 accrued as of October 1, 1994 ("New Hours"), the employee's rate
20 of pay in effect on their date of separation, and a payment
21 percentage relating to the number of full years of credited
22 service with the City. The table of percentages and credited
23 service shall be:

<u>Service</u>	<u>Accrued Sick Leave Payout</u>
Less than five (5) full years of credited service	20%
Five (5) or more full years of credited service, but less than ten (10) full years of credited service	40%
Ten (10) or more full years of credited service	70%

1 Sec. 6: "Existing Hours" may be used only after an
2 employee has used all "New Hours".

3 Sec. 7: Sick leave pay is authorized for employee,
4 spouse, children, step children, mother, father and dependent
5 mother-in-law or father-in-law and for personal business as
6 provided for in Section 3 of this Article. Department Heads may
7 require proof of illness in cases of chronic and repeated
8 illnesses. Use of sick leave for purposes other than those
9 contemplated by this Section may be grounds for disciplinary
10 action.

11 Sec. 8: Upon the death of an employee, any payments due
12 pursuant to Section 4 or Section 5 of this Article shall be paid
13 to the employee's estate.

14 Sec. 9: Should a referendum vote or special act of the
15 Florida Legislature not amend Article X (10) of the Hollywood City
16 Charter as described in Article 18 of this Agreement; or, should
17 the City of Hollywood fail to provide additional and adequate
18 funding required to provide all of the increased benefits as
19 described in Article 18, then effective October 1, 1994, the
20 language of Article 20, with the exception of the modifications
21 described in Section 7, shall revert back to the Article 20
22 language of the AFSCME contract in effect on September 30, 1993.

1 ARTICLE 21: VOTING TIME

2 Sec. 1: In order to allow the employees an opportunity to
3 vote in National, State, County or City elections and primaries
4 held prior to those elections, employees covered by this Agreement
5 who make a request to their Division Head, or Supervisor in charge
6 of the Division, may be allowed one (1) hour off without loss of
7 pay at the start or end of their shift, provided such time off
8 does not result in the City having to replace such employee at
9 overtime rates. The Division Head or Supervisor in charge of the
10 Division shall not unreasonably deny such requests provided the
11 conditions of this Section are met.

12 Sec. 2: In order to be granted time off, an employee must
13 sign a Voting Roster five (5) working days before the election
14 date, and present a valid voter's registration card. The Division
15 Head or Supervisor will post a list of personnel and the time off
16 granted at least two (2) working days before the election date.

17 Sec. 3: The City shall grant such requests provided the
18 requirements of Sec. 2 are met, and further provided same will not
19 substantially hinder the regular operation of the division.

1 ARTICLE 22: SUB-CONTRACTING

2 Sec. 1: If the City is considering contracting out or
3 sub-contracting work, the City shall meet and confer with the
4 Union prior to making any such final decision as discussed in
5 Section 2. The City shall provide the Union with all financial
6 data relating to the proposal being considered.

7 Sec. 2: The Union shall have the opportunity to present
8 alternative proposals to the administration before the administra-
9 tion submits its recommendations to the City Commission; thereaf-
10 ter, the Union shall have an additional opportunity to present its
11 alternative proposals to the City Commission prior to the
12 Commission making the final decision on the matter.

13 Sec. 3: If the decision is then made to contract out or
14 subcontract work, any reduction in force will be handled insofar
15 as practicable through attrition and/or transfer to other
16 positions.

17 Sec. 4: The City agrees that it will include in every
18 contract with a sub-contractor a provision that the sub-contractor
19 is urged by the City to give first hiring preference to displaced
20 City employees in order to provide a continuity in service.

1 ARTICLE 23: WORK UNIFORMS AND LAUNDRY

2 Sec. 1: The Union and the City recognize the need for
3 appropriate dress and/or uniformity of apparel among its various
4 employees who are covered by this Agreement. To that extent, the
5 Uniform Safety Committee is hereby created to review the color,
6 fabric and style of uniforms worn by bargaining unit employees for
7 safety and comfort. The Uniform Safety Committee, comprised of
8 two (2) representatives appointed by the Union and two (2)
9 representatives appointed by the City, shall meet in May or as
10 needed of each year to perform the above functions and shall make
11 suggestions to the City Manager as to change of uniform color,
12 fabric and style in order to improve the comfort or safety of
13 those uniforms.

14 Sec. 2: The City agrees that it will issue work uniforms
15 to those employees who are required to wear uniforms; color, style
16 and fabric of said uniforms shall be determined by the City.
17 Employees shall be required to wear and maintain uniforms (where
18 laundry service is not supplied). Employees terminating their
19 employment shall be required to return such uniforms prior to
20 receiving their final pay checks. Wearing of City supplied
21 uniforms while engaged in non-City work or recreational activities
22 is prohibited.

23 Sec. 3: The City recognizes that certain occupations
24 would subject the uniforms to soiling conditions that would
25 require commercial laundry services. To that extent, the City
26 agrees to furnish full laundry service to only those classifi-
27 cations assigned to certain divisions, as listed below:
28

- 1 (a) Public Works - Streets Maintenance
2 Maintenance Person
3 Foreman II
4 Equipment Operator
5 Laborer
6 Electrician
7 Street Light Electrician
8 (b) Public Works - Forestry/Landscaping
9 Irrigation Crew
10 Nursery Crew
11 Tree Crew
12 Right-of-Way Crew - State licensed individual
13 applying chemicals and any subordinate personnel
14 who apply the chemicals only; standard issue
15 uniforms without laundry service for balance of
16 crew.
17 (c) Public Works - Property Maintenance
18 Refrigeration Mechanic
19 Plumber
20 (d) Public Works - Garages: Central, Police, Fire
21 Chief Mechanic
22 Automotive Mechanic
23 Automotive Service Person
24 (e) Police Department
25 Detention Officers
26 I.D. Technicians
27 Community Service Officers

- 1 (f) Public Utilities¹
- 2 Water Plant Personnel
- 3 Water Distribution Personnel
- 4 Sewer Collection Personnel
- 5 Sewer Plant Personnel
- 6 Sanitation Garage Personnel
- 7 (g) Parks and Recreation Department Maintenance Per-
- 8 sonnel at Orangebrook Golf Course including Auto
- 9 Mechanic and Auto Service Person

10 Sec. 4:

11 (a) Civilian police personnel are issued uniforms and
 12 are required to maintain and launder them; they do not receive
 13 laundry service except as indicated in Sec. 3 above.

14 (b) Replacement of issue items will be furnished by
 15 the city to Civilian Police and Fire personnel, on a turn-in,
 16 reissue basis, due to being worn-out or damaged, up to the
 17 following maximums, each year:

<u>Quantity</u>		<u>Item Description</u>
<u>Inside Personnel</u>	<u>Outside Personnel</u>	
2 each	3 each	Short sleeve shirts
1 each	2 each	Trousers
	1 each	Baseball Type Cap

23 Any other uniform replacements will be determined on an individu-
 24 al-by-individual basis.

25 ¹ excluding clerical and office persons
 26

1 (c) Community Service officers who are assigned to
2 road patrol will be furnished personal storage lockers: .

3 (1) provided such lockers are available
4 after all Police Officers have been
5 issued such storage lockers;

6 (2) assignment will be made based upon City-
7 wide seniority.

8 Sec. 5: Asphalt crew employees in the Public Works
9 Department shall receive work shoes supplied by the City. Work
10 shoes for asphalt crew employees shall be replaced when worn out
11 or damaged as shall be determined in the sole discretion of the
12 City.

1 ARTICLE 26: WORK RULES

2 Sec. 1: All rules and regulations in effect on the
3 effective date of this Agreement will remain in full force and
4 effect for the duration of this Agreement unless modified in
5 accordance with the provisions of this article.

6 Sec. 2: The City will issue a copy of the Rules and
7 Regulations to each new employee upon hire, who is subject to
8 those Rules and Regulations. Each employee will provide written
9 acknowledgement of their receipt of the Rules and Regulations and
10 will be held accountable for compliance therewith.

11 Sec. 3: In the event that the City wants to institute a
12 new work rule or modify an existing work rule ("Proposed Rule"),
13 the City may do so pursuant to the following procedure:

14 a. The City shall provide a copy of the Proposed
15 Rule to the Union.

16 b. The Union may request, within 10 working days of
17 receipt, to negotiate over the Proposed Rule if the Union claims
18 that the Proposed Rule affects wages, hours of work and other
19 terms and conditions of employment or has the practical conse-
20 quence of violating this Agreement.

21 c. If no request for negotiation is made within 10
22 working days from the time the Union receives the Proposed Rule,
23 the Proposed Rule may be implemented by the City.

24 d. If a request to negotiate is timely received with
25 respect to a Proposed Rule, the City and the Union shall meet in
26 an attempt to mutually agree upon the Proposed Rule.

27 e. If the parties agree on the Proposed Rule, the
28 rule will be implemented as agreed upon.

1 f. In the event that the City and the Union fail to
2 agree on a Proposed Rule, and providing the Proposed Rule meets
3 the standards in paragraph B, the dispute shall go to arbitration.
4 The arbitration shall be expedited and the arbitrator shall be
5 requested and mutually agreed to, by both parties, to make a
6 prompt award without a written opinion. If the arbitrator finds
7 that the Proposed Rule violates the specific written terms of this
8 Agreement or is unreasonable, then the Proposed Rule shall not be
9 implemented. The Proposed Rule shall not be implemented until
10 after the arbitrator's award is received and then only if the City
11 prevails.

12 Sec. 4: There shall be a single set of Rules and Regula-
13 tions applicable to all employees of the City. This shall not
14 prohibit any department from adopting written operational
15 procedures specific to the needs of that department. Written
16 operational procedures established by any Department shall be
17 distributed to all employees in that department. Each employee
18 will provide written acknowledgement of their receipt of such
19 written operational procedures. Copies of departmental written
20 operational procedures shall be provided to the Union. In the
21 event of a conflict between written operational procedures and the
22 single set of Rules and Regulations, the single set of Rules and
23 Regulations will control.

1 ARTICLE 27: UNION BULLETIN BOARDS

2 Sec. 1: The Employer will make available to the Union a
3 minimum of twenty (20) 2' x 2' Bulletin Boards to be used for the
4 posting of Union Notices and other Union information. The Union
5 and Management will agree upon the location of said boards.
6 However, such bulletin boards will not be placed in areas readily
7 accessible to the general public.

8 Sec. 2: Notices will be posted only with the prior
9 approval of the President of Local 2432.

ARTICLE 28: LAY-OFF AND RECALL

1
2 Sec. 1: Seniority lists shall be established for each
3 class title affected by a lay off or abolishment of positions.
4 All permanent employees occupying positions in the affected class
5 title shall be placed on a seniority list. The employee lowest
6 on the seniority list for that class title shall be laid off from
7 employment in that class.

8 Sec. 2: An employee who is laid off or whose job is
9 abolished pursuant to Sec. 1 shall have the option of bumping
10 either laterally or downward to a class title for which the
11 employee is reasonably qualified, based on City-wide seniority.
12 In the alternative, employees may, at the reasonable and non-
13 arbitrary discretion of the City Manager, be placed into a higher
14 paid class title if qualified. Qualification criteria shall be
15 based upon the last posting of that class title.

16 Sec. 3: Employees laid off, demoted, or transferred due
17 to the exercise of their bumping rights or due to being bumped, or
18 whose positions are abolished shall be on a recall list for
19 appointment to any vacancies for which they qualify and possess
20 City-wide seniority. Qualification criteria will be based upon
21 the last posting of that class title. The order of re-employment
22 appointments made under this section shall be according to
23 seniority earned with the City prior to lay-off.

24 Sec. 4: Any employee, whose name is listed on a recall
25 list, who refuses a recall for a class title with a lower
26 paygrade, will have up to four opportunities to be rehired to a
27 class title with a lower paygrade. If all four opportunities are
28 declined, the employee shall have no further right to recall to a
29 class title with a lower paygrade.

1 Sec. 5: Employees refusing re-employment in a class title
2 with an equal or higher paygrade shall have no further rights to
3 recall for that class title.

4 Sec. 6: Employees refusing recall to their originally
5 held class title and paygrade lose all recall rights.

1 **ARTICLE 29: GRIEVANCE PROCEDURE AND ARBITRATION**

2 **Sec. 1:** (a) The City and the Union have negotiated a
3 grievance procedure to be used for the settlement of disputes
4 between employer and employee, or Union, or group of employees,
5 involving the interpretation or application of the collective
6 bargaining agreement. Such grievance procedure shall have as its
7 terminal step a final and binding disposition by an impartial
8 neutral, mutually selected by the parties. However, an arbiter or
9 other neutral shall not have the power to add to, subtract from,
10 modify, or alter the terms of the collective bargaining agreement.
11 All employees shall have the right to a fair and equitable
12 grievance procedure, administered without regard to membership or
13 nonmembership in any organization, except that the Union shall not
14 be required to process grievances for employees who are not
15 members of the Union.

16 (b) The Union may exercise the right to not
17 represent non-Union members of the bargaining unit in the
18 grievance process. The Union may deny assistance during any step
19 of the grievance process. In such case, the Union will notify the
20 member and the City. Upon such notification, the City shall
21 thereafter conduct all official communication directly with the
22 aggrieved employee(s), with a copy to the Union. Further, the
23 Union may provide representation at any step in the grievance
24 process. Should the Union enter the grievance process after the
25 first step, it shall notify the City.

26 **Sec. 2:** Any grievance defined as a claim reasonably and
27 suitably founded on a violation of the terms and conditions of
28 this Agreement, shall systematically follow the steps outlined
29 below as the Grievance Procedure. Any grievance filed shall refer

1 to the article(s) of this Agreement alleged to have been violated,
2 and shall set forth the facts pertaining to the alleged violation
3 or violations, and shall include the corrective action or actions
4 requested by the aggrieved party. A grievance must be communicat-
5 ed in writing to the employer by the employee(s) and/or the Union
6 within fourteen (14) calendar days from the events giving rise to
7 the grievance or as soon as might reasonably be known to exist,
8 otherwise it is deemed to be waived.

9 Sec. 3: Step 1: The aggrieved employee(s) and/or the
10 Union shall present in writing the grievance to the Division Head
11 or his/her designee. The grievance will be dated and signed by
12 the employee(s) and/or the Union representative. The Division
13 Head or his/her designee shall date and sign the grievance, with
14 a copy to the Union. Discussions will be held with the employ-
15 ee(s), together with the Union, within seven (7) calendar days of
16 the receipt of the grievance and be informal for the purpose of
17 settling differences in the simplest and most direct manner. The
18 Division Head or his/her designee shall reach a decision and
19 communicate it in writing to the Union within seven (7) calendar
20 days from the date of the informal discussion, with a copy to the
21 aggrieved employee(s). Exception: Grievances involving suspen-
22 sion, demotion or termination will be filed initially at Step 2.

23 Step 2: If the aggrieved employee(s) and/or the
24 Union is not satisfied with the decision rendered at the first
25 step, the employee(s) and/or the Union shall present the written
26 grievance to the Department Head within seven (7) calendar days
27 from receipt of the decision rendered at the first step. The
28 Department Head or his/her designee shall acknowledge receipt of
29 the grievance by stamping it with the date and time, with a copy

1 to the Union. The Department Head shall, within seven (7)
2 calendar days conduct a meeting between himself/herself, the
3 aggrieved employee(s) and the Union representative. The Depart-
4 ment Head shall give the decision to the Union in writing, with a
5 copy to the aggrieved employee(s) not later than seven (7)
6 calendar days following the meeting date.

7 Step 3: If the aggrieved employee(s) and/or the
8 Union is not satisfied with the decision rendered at Step 2, the
9 aggrieved employee(s) and/or the Union may, within seven (7)
10 calendar days from the written decision rendered at Step 2,
11 forward the written grievance to the office of the City Manager
12 (stamped in with date and time), with a copy to the Union. The
13 City Manager or his/her designee shall meet with the aggrieved
14 employee(s) and his/her Union representative(s) within seven (7)
15 calendar days after receipt of the grievance. The City Manager or
16 his/her designee shall furnish a copy of his/her decision, in
17 writing, to the Union, with a copy to the aggrieved employee(s)
18 within seven (7) calendar days after the meeting.

19 Step 4: If the aggrieved employee(s) and/or the
20 Union is not satisfied with the decision rendered at Step 3, the
21 aggrieved employee(s) and/or the Union may, within fourteen (14)
22 calendar days from receipt of the City Manager's decision, submit
23 the grievance to arbitration, under the rules of the American
24 Arbitration Association. The award of the arbitrator shall be
25 final and binding on the Union, the employee(s) and the City.

26 Sec. 4: Rules for Grievances and Arbitration processing:

27 (a) The grievance shall be submitted on an Official
28 Grievance form. Attachments may be added, if needed.

29

1 (b) Time limits at any step in the grievance process may be
2 extended only by mutual written consent of the parties involved at
3 that step.

4 (c) A grievance not advanced to the higher step within the
5 time frames provided shall be deemed permanently withdrawn as
6 having been settled on the basis of the decision most recently
7 given. Failure on the part of the employer or his/her designee to
8 answer or meet within the time limits provided at Step 2 or 3 will
9 cause the grievance to be considered resolved in favor of the
10 grievant or the Union and all parties will abide by the "correc-
11 tive action or actions requested" on the grievance form or
12 attachments.

13 (d) Notice that a grievance shall be advanced to the next
14 point in the process shall be given by (a) hand delivery or (b)
15 certified mail, return receipt requested or (c) in the case of
16 notice to the Union by date stamping and depositing in the Union
17 mailbox in the Human Resources Division. Hand deliveries will be
18 documented by a date-stamped photocopy or by a dated signature of
19 the recipient. Grievances delivered via certified mail shall be
20 considered properly advanced as of their postmark, but shall not
21 be considered to have been received by the next party until the
22 actual date of delivery or date of refusal of delivery. Grievanc-
23 es deposited in the Union mailbox shall be considered properly
24 advanced when date stamped, but shall not be considered received
25 until picked up by the Union, as indicated by date stamp, with a
26 copy to the City. The clock will start the day after delivery or
27 pick up.

3 (e) On-duty personnel called by Grievant or the Union as a
29 witness shall remain in pay status only during their normal duty

1 hours while appearing at the hearing. Such personnel shall
2 respond to subpoena on as-needed basis to minimize waiting time so
3 as not to disrupt the operations of their department. Hearings
4 shall be held in hearing rooms provided by the City, in City
5 facilities at no charge to the Union.

6 (f) The parties agree that in accordance with current
7 practice, both the City and the Union will have the option of
8 electronically recording (through audio or video tape) all steps
9 of the grievance procedure as outlined in Section 3 above,
10 including the arbitration hearings.

11 (g) The arbitrator's bill shall be paid by the party that
12 does not prevail.

13 (h) An employee who has rights under this grievance
14 procedure shall have the option of utilizing this grievance
15 procedure or, if available to the employee, the Civil Service
16 Procedure, but not both.

17 (i) All grievances emanating from a Union member shall be
18 submitted to the Union Executive Board for approval before filing.
19 The City shall furnish the Union with copies of grievances filed
20 by non-Union members as soon as practicable.

21 (j) Grievances shall be settled as expeditiously as
22 possible.

23 (k) The parties understand that, failure to discuss and
24 process grievances in good faith is a violation of 447.501(1)
25 and (f).

ARTICLE 30: SPECIAL LEAVE

1
2 Sec. 1: An employee who incurs a temporary medically
3 disabling condition, not attributable to work, may, upon written
4 request, be granted an unpaid leave of absence. The initial
5 period of absence shall not exceed four (4) months. Upon further
6 written request, the Department Head may extend such leave up to
7 an additional eight (8) months. The total combined leave of
8 absence shall not exceed twelve (12) months. Upon return, the
9 employee shall present a letter from his/her physician stating
10 that the employee is fit to return to full, unrestricted duty. In
11 the case of a leave of absence of four (4) months or less, the
12 employee shall be entitled to return to the same position (work
13 station, department, section or unit) as previously occupied.

14 Sec. 2: The temporary disability of pregnancy shall be
15 treated in the same manner as any other temporary medical
16 disability. The term "pregnancy" as used in this article shall
17 refer to the actual period of gestation together with such post-
18 partum leave, including time for lactating mothers, as the
19 employee's treating physician shall determine.

20 Sec. 3: The length of time that the employee is on an
21 approved disability leave of absence may not be charged to any
22 accrued paid leaves.

23 Sec. 4: During said leave, the employee shall not accrue
24 vacation or sick leave or be entitled to any other benefits of
25 employment other than health and life insurance as set forth in
26 Article 24. Employee's sick and vacation leave balances earned
27 and unused at the start of the disability leave shall remain
28 frozen, to be resumed upon the employee's return to duty.
29 Additionally, seniority will continue to accrue as if the employee
30 remained in full duty status.

1 Sec. 5: An employee who incurs such a temporary medically
2 disabling condition during a probationary period and is granted an
3 unpaid leave of absence as indicated above, shall have his/her
4 probation suspended at that point. Upon the employee's return to
5 work, the probationary period shall be resumed so that the
6 appropriate total of either twelve (12) or six (6) months is spent
7 in a probationary status.

8 Sec. 6: Upon the birth or adoption of a child, the male
9 employee may request and shall be granted an unpaid leave of
10 absence for one (1) week (40 hours). Employees shall have the
11 right to use accrued vacation leave for this time off. This
12 section shall apply to a female employee only in the case of
13 adoption.

14 Sec. 7: In the case of a leave of absence of more than
15 four (4) months, the employee shall be entitled to return to the
16 same classification as existed prior to the leave of absence
17 without loss of seniority or other status. The City reserves the
18 right to place the employee at a different work station, different
19 department, different section, or different unit, than previously
20 occupied.

1 ARTICLE 31: SAVINGS CLAUSE

2 Sec. 1: If any provisions of this Agreement, or the
3 application of such provision, shall be rendered or declared
4 invalid by any court of competent jurisdiction, the remaining
5 parts or portions of this Agreement shall remain in full force and
6 effect. The parties agree to meet at a reasonable time to
7 renegotiate a replacement provision.

8 Sec. 2: If any provision of this Agreement, or the
9 application of such provision is in conflict with existing
10 mandatory Federal or State Laws, or mandatory provisions of the
11 City Charter, such provisions shall be renegotiated and the appro-
12 priate mandatory provisions shall prevail.

13 Sec. 3: If any provision of this Agreement, or the
14 application of such provision, is increased or modified by action
15 of the State Legislature, the parties agree to immediately reopen
16 negotiations on that provision and that both parties agree to
17 negotiate in good faith to reach an expedient resolution. If
18 after the issue is raised by either party and no agreement has
19 been reached within sixty (60) days, both parties agree to
20 commence impasse resolutions proceedings.

1 ARTICLE 32: HOLIDAYS

2 Sec. 1: The following legal holidays will be observed:

3 New Year's Day

4 Martin Luther King Jr.'s Birthday

5 George Washington's Birthday (President's Day)

6 Memorial Day

7 Fourth of July

8 Labor Day

9 Veteran's Day

10 Thanksgiving Day

11 Day after Thanksgiving

12 Christmas Eve

13 Christmas Day

14 New Year's Eve

15 Employee's Birthday: The birthday holiday shall be
16 taken at the discretion of the Employee with the consent
17 of the Employee's Supervisor, provided the Employee
18 shall not receive the holiday more than one (1) week
19 prior to the actual birthday. Upon ratification of this
20 agreement, future birthday holidays must be used within
21 366 days.

22 Sec. 2 : All employees whose work week is comprised of
23 four ten (10) hour shifts, and who work on the Holiday, shall
24 receive ten (10) hours of Holiday pay. Personnel working on a
25 regular ten (10) hour work schedule, who are scheduled to work on
26 a holiday, and are unable to work due to illness, will receive ten
27 (10) hours pay for that date, none of which is chargeable to sick
28 leave.

29 Sec. 3 : Non-sworn Police Department employees, employees
30 of Beach Safety and the Golf Course who have their holidays added

1 to their vacation will continue this practice, and in addition,
2 will receive two (2) floating holidays per calendar year. Said
3 holidays must be requested ten (10) working days in advance of the
4 date requested. In the event of manning and scheduling conflicts,
5 Management reserves the right to deny the request for a particular
6 day. In any event, subject personnel will receive two (2)
7 floating holidays off each contract year.

8 Sec. 4 : In accordance with standing procedure, an
9 employee must be in pay status on his workday immediately
10 preceding and immediately following the holiday to be eligible to
11 be paid for the holiday.

12 Sec. 5 : In the Sanitation Division, garbage collection
13 employees will observe the following holidays, as scheduled, as a
14 day off:

15 Martin Luther King Jr.'s Birthday

16 Christmas Day

17 Employee's Birthday

18 These employees will work on all other holidays in accordance with
19 current practice. In the event Broward County closes the County
20 landfill on any other holiday that is an observed holiday of the
21 City of Hollywood, then those scheduled holidays may also be
22 observed as a day off.

1 ARTICLE 33: OFFICIAL DUTY USE OF PERSONAL VEHICLE

2
3 Sec. 1: Whenever an employee covered by this Agreement is
4 authorized by his/her Department/Division Head, to use his own
5 vehicle in the performance of his official City duties, the
6 employee will be compensated at the rate of twenty-one cents (.21)
7 per mile for such use.

8 Sec. 2: If the mileage allowance as authorized by State
9 Statute (F.S. 112.061) is changed from the current twenty-one
10 (.21) cents per mile, this contract allowance (Sec. 1 above) shall
11 be automatically adjusted to equal the State authorized allowance.

12 Sec. 3: An employee shall not be required to use their
13 own vehicle without their consent in the performance of their
14 official City duties.

15 Sec. 4: Whenever an employee receives written authoriza-
16 tion from their Department/Division Head to use their own vehicle
17 in the performance of official City duties, the employee's vehicle
18 shall be protected by the City's motor vehicle insurance plan.

19 Sec. 5: An employee who is requested to use his/her own
20 vehicle to perform official City business as authorized by his/her
21 Department/Division Head shall be required to complete an official
22 car expense report as prepared by the City. Such report shall
23 include an accounting of all expenses for which reimbursement is
24 requested.

1 ARTICLE 34: BEREAVEMENT LEAVE

2
3 Sec. 1: In the event of death in the immediate family, an
4 Employee shall be granted up to a maximum of three (3) working
5 days leave with pay. Said leave is not to be charged to accrued
6 sick leave. The City reserves the right to request proof of
7 death. Immediate family is exclusively defined as current spouse,
8 children, mother, father, brother, sister, mother-in-law, father-
9 in-law, grandparents, step-mother, and step-father. Upon notice
10 of the death, a three-day leave shall be granted. Consideration
11 may be given for bereavement leave for other relatives related by
12 blood, where the relative at the time of death had legal residence
13 in the employee's household or for step-children who at any time
14 prior to their death were legal dependents of the employee.

15 Sec. 2: An employee eligible for bereavement leave
16 pursuant to Section 1 of this Article which resulted from a death
17 which occurred, or a funeral which is being held, outside of the
18 State of Florida may apply to their department head for an
19 additional two (2) days of bereavement leave (total of five). If
20 the employee is denied the additional two days, he/she may appeal
21 to the City Manager. The City Manager's decision in granting or
22 denying the additional two (2) days of bereavement leave shall be
23 final and not subject to arbitration.

ARTICLE 35: JURY DUTY

1
2
3 Sec. 1: Any employee lawfully summoned for Jury Duty
4 shall present the summons to his/her supervisor on the first work
5 day following receipt of same. The supervisor shall note the
6 dates of reporting and shall schedule the employee for official
7 jury leave for the period concerned.

8 Sec. 2: Upon reporting to the Courts for said Jury Duty,
9 the employee will present a form to the Court Clerk for recording
10 his attendance; the necessary form is to be obtained by the
11 supervisor for the employee from the Human Resources Division in
12 advance of reporting. The Court Clerk will return the completed
13 form to the Human Resources Division. The form will include tear-
14 off receipts to show it has been received by the Court.

15 Sec. 3: The employee shall be paid his/her regular day's
16 wage for each day served on Jury Duty, as for a normally scheduled
17 work day. If the employee is excused in advance by the Court, for
18 any full day during the service period, he/she shall report for
19 his/her normal work day to perform his/her regular and usual
20 duties. The employee shall sign over to the City all fees
21 received from the Court for his/her jury service less any amounts
22 paid as mileage or meal allowances. Payment of regular salary for
23 Jury Duty service shall not exceed fifteen (15) days in any twelve
24 (12) month period; except that upon review by the City Manager,
25 this may be extended.

26 Sec. 4: The City reserves the right to request from the
27 proper authorities that the employee be excused from Jury Duty,
28 when in the judgment of the City, their services are necessary to
29 the City.

ARTICLE 37: VACATIONS

All regular full time Employees shall accrue paid vacation following their employment anniversary date as set forth below:

Sec. 1: Employees who regularly work forty (40) hours per week shall accrue vacation leave as follows:

- (a) up to 7 completed yrs. 10 days
- (b) more than 7 but less than 10 completed years 13 days
- (c) more than 10 but less than 15 completed years 16 days
- (d) more than 15 but less than 20 completed years 18 days
- (e) more than 20 years and thereafter 21 days

Sec. 2: Whether Employees work a five (5) day, eight (8) hour per day work week, or a four (4) day, ten (10) hour per day work week, vacations will be based on forty (40) hours pay for each full vacation week.

Sec. 3: Vacations shall be chosen by City-wide seniority by job classification within a Division, unless a particular work group within a Division unanimously agrees to continue the existing vacation selection method. Holidays occurring within a vacation may be added to the vacation.

Sec. 4: Employees who utilize their vacation other than in one consecutive period may exercise their seniority for the first vacation period and shall not select the second vacation period until all other employees in their group have selected a primary vacation.

Sec. 5: Vacations shall be scheduled by the calendar year and Employees must select vacation periods by March 1, or sooner, each year. After completion of the first full year of service, vacation time accrued as of September 30 of each year is to be utilized during the following fifteen (15) months. Cash payments in lieu of unused vacation shall be made only on termination of

1 employment or upon approval of the City Manager.

2 Sec. 6: Vacation pay shall be computed by using the
3 Employee's regular straight time rate of pay as of the first day
4 of vacation. Employees may request their vacation pay in advance
5 of any scheduled vacation leave by submitting a written request to
6 their Department Head four (4) weeks in advance of the day they
7 want the vacation pay. Advance vacation pay will only be
8 distributed on regular pay days. Advance vacation pay must be
9 requested for entire pay periods.

1 ARTICLE 38: DISCIPLINARY ACTION

2 Sec. 1: It is agreed that the most effective means of
3 maintaining discipline is through the promotion of cooperation and
4 sustained good working relationships. In those cases where
5 specific corrective action becomes necessary, the disciplinary
6 measures taken shall be for just cause and shall be progressive;
7 however, in specific instances where warranted, severe disciplin-
8 ary measures up to and including termination may be imposed
9 without utilization of progressive procedures.

10 Sec. 2:

11 (a) When an employee is called in by his/her supervisor
12 for the purpose of an oral counseling or warning, the employee
13 shall not be entitled to have a Union representative present.

14 (b) When an employee is called in by his/her supervisor
15 or higher authority to receive a written warning, reprimand, or
16 other notice of discipline to be administered, he/she shall be
17 entitled, at his/her request, to have his/her area Shop Steward
18 present. In the event the area steward is not available (illness,
19 day off, vacation), and the supervisor determines not to wait for
20 the area steward's return, the Chief Steward shall substitute.

21 (c) When the employee called in pursuant to (b) above
22 is the Shop Steward himself/herself, and he/she requests Union
23 representation, the Chief Steward shall respond. If the employee
24 is the Chief Steward or a Union Officer, Article 3 of this
25 contract shall apply.

26 (d) When the Shop Steward (or Chief Steward) responds
27 pursuant to an employee's request ((b) or (c) above), the Steward
28 shall only advise the employee of his/her rights under the
29 Contract; the Steward shall not interfere in the conduct of the
30 meeting nor shall he/she question or raise questions to the

1 supervisor or other higher management authority.

2 (e) While the parties understand and agree that a
3 performance evaluation is not a form of disciplinary action and is
4 not grievable, except as provided for in Article 17, Section 6,
5 they realize that at times the employee will be counseled, warned
6 or reprimanded, in writing, to improve deficient job performance.
7 To this end, the following procedure will apply: When the
8 supervisor calls the employee in to review a performance evalua-
9 tion that is less than satisfactory in whole or in part, he/she is
10 to so advise the employee who shall then be entitled upon request
11 to have the Shop Steward present (or the Chief Steward if it is
12 the Shop Steward himself/herself); the Steward (or Chief Steward)
13 shall not interfere in the conduct of the meeting nor shall he/she
14 question or raise questions to the supervisor. Any employee whose
15 discipline involves suspension, demotion or termination shall be
16 notified that they will be called in for a disciplinary session
17 not later than midday of the previous day so that the employee may
18 arrange for union representation if he/she so chooses.

19 Sec. 3: The City agrees to furnish the Union with a copy of
20 any written disciplinary action notice issued to any employee in
21 the Bargaining Unit.

22 Sec. 4: Employees shall receive copies of Performance
23 Reports, Evaluations, Statements or Reprimands at the same time
24 the documents are filed in the Employee's personnel folder; the
25 employee may only file a written response thereto except as
26 provided for in Article 17, Section 6.

27 Sec. 5: Discipline and/or counseling will be carried out in
28 a manner which does not embarrass or humiliate the employee.

29 Sec. 6: In disciplinary action appeals from discharge,
30 suspension or demotion, if the action is reversed and the Civil

1 Service Board or an arbitration directs, then, all reference to
2 the allegations will be removed from the Employee's personnel
3 file, if permitted by Florida Public Records Law.

4 Sec. 7: If an employee does not repeat the offense leading
5 to a written reprimand, for a period of 12 months from the date of
6 the written reprimand, all record of that written reprimand shall
7 be removed from the employee's personnel files. Unsustained or
8 unfounded citizens' complaints shall also be removed.

9 Sec. 8: Whenever the imposed discipline is in the form of
10 a suspension without pay, the employee may elect to forfeit
11 accrued vacation, blood, compensatory or holiday leave, if any,
12 equal to the suspension, in lieu of the loss of pay; if the
13 employee elects this option, such election shall be conditioned
14 upon full waiver of any and all rights to appeal the suspension.

15 Sec. 9: Employee suspensions will not be served until at
16 least fourteen (14) calendar days after the final date of
17 notification. If the employee chooses to appeal a suspension
18 through the grievance and arbitration procedure or through the
19 civil service procedure, the suspension will be held in abeyance
20 until the appropriate appeal process has been concluded.

1 ARTICLE 39: FOOD AND SUPPLIES

2 Sec. 1: Emergencies. In the event of a hurricane or other
3 unusual emergency condition as determined by the City Manager or
4 his/her designee, the City will provide food/sandwiches, beverages
5 and necessary supplies to any member covered by this Agreement
6 who:

7 (a) is held over more than 3 hours beyond his/her
8 regularly scheduled shift without a break, and is not permitted to
9 leave the work site to obtain food; or

10 (b) is called back after having completed his/her
11 normal work day, with less than 3 hours intervening. Food provi-
12 sions for utility personnel shall be provided separately from food
13 supplies for other employees.

14 Sec. 2: Holdovers. In other circumstances, employees
15 working in the water, water distribution, wastewater treatment
16 plant or sewer collection division that are held over in an
17 overtime capacity and not given the option to eat at home shall be
18 compensated as follows:

19 (a) an employee required to holdover 6 hours or more
20 but less than 8 hours shall receive \$6.00 for a meal and twenty
21 (20) minutes on the clock for a meal break;

22 (b) an employee required to holdover 8 hours or more
23 shall receive \$12.00 for meals and forty (40) minutes on the clock
24 for meal breaks.

25 In all cases, one person will pick up food for all
26 employees held over, except that at the sole discretion of the
27 Supervisor, others may be allowed to leave the plant site for a
28 specified period of time.

1 **ARTICLE 40: SERVICES TO THE UNION**

2 **Sec. 1:** The City agrees to furnish one copy each to the
3 Union at no cost:

- 4 City Commission Meeting Agendas
- 5 City Commission Meeting Minutes
- 6 Proposed and Final Budget
- 7 Civil Service Board Agendas and Minutes
- 8 Civil Service Examination Announcements
- 9 Civil Service Certified Eligibility Lists
- 10 Revisions to Job Classification Specifications
- 11 Civil Service Rules and Regulations
- 12 Employee Rules and Regulations (except Sworn Police
- 13 Officers and Certified Fire Personnel).
- 14
- 15 City-wide Administrative Orders and Personnel Policy
- 16 Procedures Pertaining to the Bargaining Unit.
- 17
- 18 Semi-annual list of all employees in the Bargaining
- 19 Unit, including classification, date of hire, and
- 20 departmental assignment; home address, zip code, and
- 21 home telephone number will be provided in the months of
- 22 April and October, each year.
- 23
- 24 Bi-weekly list of employees hired into or separated from
- 25 the Bargaining Unit.
- 26
- 27 General Employees' Pension Board Agendas, Minutes and
- 28 Quarterly Reports including annual Actuary Report upon
- 29 acceptance by the Pension Board.
- 30
- 31 Citizen's Budget Advisory Board Agendas and Minutes.
- 32
- 33 Other board agendas and minutes that may pertain to the
- 34 Bargaining Unit, as requested by the Union.
- 35

36 **Sec. 2:** The Union President or authorized representative
37 agrees to pick up the copies referred to in Sec. 1 above from the
38 Assistant Human Resources Director upon notification of their
39 availability.

40 **Sec. 3:** The parties agree that the City will not have any
41 liability if they inadvertently neglect to provide any of the
42 above mentioned services to the Union.

1 Sec. 4: The City will provide 600 copies of the contract to
2 the Union at no charge.

3 Sec. 5: The Union shall continue to maintain a locked
4 mailbox in the Human Resources Division for all correspondence
5 from the City to the Union. Notices shall be date stamped by both
6 the City and the Union.

7 Sec. 6: Upon execution of this Agreement, the City will
8 forward to the Union a 3-1/2" floppy disk, double density,
9 containing the Agreement.

10

1 ARTICLE 41: SERVICE POINTS - CIVIL SERVICE EXAMS

2 Sec. 1: All employees of this bargaining unit shall receive
3 one-half (1/2) point per full year of City of Hollywood service
4 credited on any Civil Service exam taken, regardless if the exam
5 is an "open competitive" or "closed promotional". These service
6 points will be added in addition to the test score of such exams,
7 and the total of both shall be the final score of employees. These
8 City of Hollywood service points shall be separate from any
9 Veteran's points due to employees. In order to utilize service
10 points, employees must first obtain a passing grade.

1 ARTICLE 42: SENIORITY

2 Sec. 1: DEFINITION

3 (a) Seniority as used herein is defined as the right
4 accruing to employees through length of continuous service which
5 entitles them to certain considerations and preferences as
6 provided for in this Agreement. Seniority shall mean the length
7 of continuous service an employee has with the City beginning with
8 the date of hire.

9 (b) Probationary employees shall have no seniority- rights.
10 However, upon completion of an employee's probation, he/she shall
11 be given seniority credit from their date of hire.

12 (c) An employee's continuous service record shall be broken
13 by voluntary resignation, lay-off, discharge for just cause and
14 retirement. If an employee returns to work for the City in any
15 capacity within five (5) years of date of leaving, his/her
16 seniority date will be adjusted by the length of absence.

17 (d) Employees on approved leaves of absence shall not be
18 considered to have had a break in service.

19 (e) There shall be no deduction from continuous service for
20 any time lost which does not constitute a break in continuous
21 service.

22 Sec. 2: USE OF SENIORITY

23 (a) Seniority will be used as provided in Article 14, Work
24 Scheduling and Overtime, Article 28, Lay-Off and Recall, and
25 Article 37, Vacations.

26 (b) The following priority factors will apply when making
27 routine permanent shift assignments and work schedules within a
28 job classification, unless a particular work group within a
29 division unanimously agrees to continue the existing practice:

- 1 1. Efficient operation of the Department.
- 2
- 3 2. Ability to perform the assignment.
- 4
- 5 3. Seniority
- 6
- 7 4. When factors "2 and "3" are relatively equal,
- 8 seniority shall govern.

9 (c) Should a senior employee be excluded from a work sched-
10 ule/shift assignment because of #1 or #2 of the above, the
11 employee will be informed, if requested, in writing of the
12 specific requirements.

ARTICLE 43: JOB TRANSFERS

1

2

3

MOVED TO ARTICLE 16

1 ARTICLE 44: PREVAILING RIGHTS/BENEFITS

2 Sec. 1: All prevailing/rights/benefits of employment
3 specifically included or specifically referred to in this
4 Agreement, in addition to and including those stated or referred
5 to in Sec. 2 and Sec. 3 below, shall be maintained in full force
6 and effect for the duration of this Agreement.

7 Sec. 2: If a recognized prevailing past practice is
8 challenged by the City or the Union up to and including the
9 grievance procedure, the City and the Union agree to hold an
10 informal hearing to determine if the matter in question is indeed
11 a past practice.

12 If it is determined that a past practice exists, the City and
13 the Union will negotiate a side bar agreement to become part of
14 the labor contract. If the parties do not agree, they will take
15 the matter to instant arbitration with a binding decision.

16 Sec. 3: The City will maintain its existing policy with
17 respect to:

- 18 (a) Shower time for Water and Wastewater-Treatment
19 personnel;
- 20 (b) Compensatory time for blood donation; 4 hours;
- 21 (c) Permanent, non-rotating shifts by assignment
- 22 (1) utilities plant personnel
- 23 (2) police civilian personnel, excluding deten-
24 tion personnel, I.D. technicians, and Commu-
25 nity Service Officers.
- 26 (d) Donation of sick leave or vacation leave to dis-
27 abled employees. A published policy will be
28 established.

1 ARTICLE 45: WORKER'S COMPENSATION/SUPPLEMENTAL COMPENSATION

2 Sec. 1: An employee, on becoming eligible for Workers'
3 Compensation benefits on account of a job-related injury or
4 illness, shall receive supplemental compensation from the City for
5 a period of eight (8) weeks. The amount of supplemental compensa-
6 tion shall be the difference between the employee's gross pay (but
7 excluding uniform allowance, other premiums and overtime) which
8 the employee would otherwise receive and the amount of the
9 employee's weekly workers' compensation benefit.

10 Sec. 2: This supplemental benefit may be extended beyond the
11 eight (8) weeks provided in Section 1 hereof by the City Manager
12 or his/her designee, upon recommendation of the Department Head or
13 his/her designee, for as long as the employee is unable to perform
14 the employee's regular job duties or until the employee receives
15 a disability retirement pension, whichever occurs first.

16 Sec. 3: The City shall be given an opportunity at the end of
17 eight (8) weeks to review the grant of supplemental compensation.
18 Should the City Manager, or his/her designee, upon fair and
19 equitable review, fail to extend the benefit provided by Section
20 2 hereof, the employee shall be given at least one week's written
21 notice prior to curtailment of the employee's benefits with copy
22 to the Union; provided, however, that if the employee files an
23 appeal of this decision pursuant to Sec. 4 (below), the supplemen-
24 tal compensation shall be continued until such time as the
25 arbitrator makes a determination. In the event the arbitration
26 finds in favor of the City, the employee shall make a mutually

1 satisfactory arrangement to pay back the supplemental compensation
2 received after the date the City had initially determined to stop
3 such payment.

4 Sec. 4: The City's decision not to extend such benefits
5 shall be subject to the grievance and arbitration provisions of
6 this Agreement starting at Step 3 of the grievance and arbitration
7 procedure. The parties further agree that should such a dispute
8 go to arbitration, the arbitration procedure shall be expedited
9 and the arbitrator shall be requested, by both parties, to make a
10 prompt award without a written opinion.

1 **ARTICLE 46: CLASSIFICATION EVALUATION AND REVISION**

2 **Sec. 1:** It is the sole responsibility of the City to
3 determine the job content, qualification requirements, duties, and
4 the relative significance to the City's operation of each job
5 within the bargaining unit. Whenever there is a proposed change
6 in the job description which includes content, qualifications,
7 duties, and/or title of classificaton within the bargaining unit,
8 the City will bargain the proposed change with the Union at least
9 twenty (20) calendar days prior to implementation of such change;
10 copies of the changed specifications will be furnished to the
11 Union prior to the discussion(s). Should the City fail to notify
12 and, if requested, bargain the proposed changes with the Union,
13 such changes will not be implemented. Only after satisfying the
14 notice and bargaining requirements may the City implement the
15 proposed changes. Disputes arising from the application of this
16 section will be either mediated by the FMCS or arbitrated per
17 Article 29 as determined by the Union.

18 **Sec. 2:** A request for study of an individual position may
19 be initiated by an employee, if the employee believes that the
20 position has changed so substantially as to warrant an evaluation
21 and revision of the classification title and/or specifications.
22 Such request shall first be submitted to the employee's Department
23 Head for review and comment and then forwarded to the Human
24 Resources Division for internal study and review; the request
25 shall contain specifics and detail in support thereof.

26 **Sec. 3:** A request for study of an individual position may

1 be initiated by the Department Head, if the Department Head
2 believes that the position has changed so substantially as to
3 warrant an evaluation and revision of the classification title
4 and/or specifications. Such request shall first be discussed with
5 the concerned employee, for comment, and then forwarded to the
6 Human Resources Division for internal study and review; the
7 request shall contain specifics and detail in support thereof.
8 This provision will only be used to consider an upgrade in the
9 requested classification.

10 Sec. 4: Requests for study of an individual position as
11 outlined in Sections 2 or 3 above, shall be forwarded to the Human
12 Resources Division. The Human Resources Division shall report its
13 findings and recommendations within sixty (60) days of its receipt
14 of the request, to the City Manager with copies to the Department
15 Head and the employee. Any changes approved by the City Manager,
16 will be effected at the start of the following pay period.

17 Sec. 5: The provisions of this article shall not be
18 applicable to requests for changes of pay grade only for current
19 classifications; but shall not preclude same.

1 ARTICLE 47: SHIFT DIFFERENTIAL

2
3 Sec. 1: Employees assigned to shiftwork where the majority
4 of their work hours fall between 12 midnight to 8:00 A.M., shall
5 receive an additional \$0.30 per hour.

6 Sec. 2: Employees whose shift is scheduled from 4:00 A.M.
7 to 12 noon shall be given a shift differential of \$0.30 per hour
8 only for hours worked between 4:00 A.M. to 8:00 A.M.

9 Sec. 3: Employees whose shift is scheduled from 12 noon to
10 8:00 P.M. shall be given a shift differential of \$0.20 per hour
11 only for hours worked between 4:00 P.M. and 8:00 P.M.

12 Sec. 4: Employees assigned to shiftwork where the majority
13 of their work hours fall between 4:00 P.M. and 12 midnight, shall
14 receive an additional \$0.20 per hour.

15 Sec. 5: Employees whose shift is scheduled from 8:00 P.M.
16 to 4:00 A.M. shall be given an additional \$0.25 per hour.

17 Sec. 6: The provisions of this section shall not apply to
18 any employee who is called in to work non-shift overtime.

1 ARTICLE 48: DURATION OF AGREEMENT/EFFECTIVE DATES

2 Sec. 1: This Agreement shall be effective upon the date of
3 ratification by the parties and shall remain in full force and
4 effect until September 30, 1996.

5 Sec. 2: Specific provisions as to the effective dates,
6 found in any various Articles of this Agreement, shall not be
7 affected by the provisions of Section 1, above. In case of
8 conflict, the specific Agreement provisions shall prevail.

9 Sec. 3: This Agreement shall automatically be renewed from
10 year to year thereafter unless either party shall have notified
11 the other in writing by January 2nd of the expiration year of this
12 Agreement, that it desires to modify the Agreement, with negotia-
13 tions beginning thirty days thereafter, or such other date as is
14 mutually agreed upon. The terms and conditions of employment
15 reflected in this Agreement shall remain in full force and effect
16 until replaced by either (1) a subsequently ratified replacement
17 Agreement; or, (2) actions resulting from the provisions of F.S.
18 447.403.

19 Sec. 4 The employer recognizes and states that it is
20 entering into this agreement in good faith and that the City
21 Manager, as the Chief Administrative Officer for the City, shall
22 request adequate funding, through the City's annual budget
23 process, to fund the provisions of this collective bargaining
24 agreement. The approval or disapproval of the City Manager's
25 funding request shall not be subject to the grievance and
26 arbitration procedure described in Article 29 but, rather shall be
27 governed by F.S. 447.309.

EXECUTION OF AGREEMENT

THIS AGREEMENT, having been duly ratified by vote of the members of the Bargaining Unit covered hereunder, and the City Commission of the City of Hollywood, is hereby executed with the signature affixed hereto.

Dated this 30th day of June, 1994.

WITNESSES:

Richard Tompkins
William Harris

HOLLYWOOD, FLORIDA, CITY EMPLOYEES LOCAL 2432, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFL-CIO)

As to Local 2432

By: Jack Carrin
President

Date: June 30, 1994

CITY OF HOLLYWOOD, a municipal corporation of the State of Florida

By: Mary Giachanti
Mayor

Attest: Maureen S. Lambert
City Clerk

Approved: [Signature]
City Manager

Approved: [Signature]
Finance Director

Gail L. Kaska
As to the City

Gail L. Kaska
As to the City

EMPLOYEE ORGANIZATION AGREEMENT between THE CITY OF HOLLYWOOD and AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES LOCAL 2432 - October 1, 1993 through September 30, 1996.

APPROVED AS TO FORM:

[Signature]
CITY ATTORNEY

APPROVED AS TO FORM:

[Signature]
SPECIAL LABOR COUNSEL

FLORIDA PUBLIC EMPLOYEE REPORTER

Decisions of the

Florida Public Employees Relations Commission
and Courts

Nov. 21, 1975

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Gn-21

DAILY PROCEEDINGS

November 7 — November 21, 1975

- 8H-RC-756-2076, 8H-RC-756-2098.** PERC sets aside election and orders a new election in a unit stipulated to by PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION and CITY OF DELRAY BEACH.
- 8H-RC-754-1028.** PERC orders the employer and employee organizations to share equally the cost of conducting an election involving CITRUS EDUCATION ASSOCIATION, and CITRUS TEACHERS' ASSOCIATION and the SCHOOL BOARD OF CITRUS COUNTY.
- 8H-753-0164.** PERC permits the intervention of JACKSONVILLE PUBLIC EMPLOYEES, LOCAL 1048, AFSCME, AFL-CIO, in a representation proceeding involving JACKSONVILLE PORT AUTHORITY EMPLOYEES AND ASSOCIATION and JACKSONVILLE PORT AUTHORITY.
- 8H-RC-753-0125.** PERC certifies FLORIDA COUNCIL OF PUBLIC EMPLOYEES as representative of a unit employed by CITY OF GAINESVILLE.
- 8H-RC-743-0006.** PERC grants motion to intervene filed by WEST PALM BEACH CITY EMPLOYEES BENEVOLENT ASSOCIATION, INC., in a representation proceeding involving INTERNATIONAL BROTHERHOOD OF FIREMEN AND OILERS, LOCAL 5, and CITY OF WEST PALM BEACH.
- 8H-RC-754-3051.** PERC grants a petition for rehearing filed by PROFESSIONAL EMPLOYEES ASSOCIATION OF DUVAL COUNTY for a proceeding involving DUVAL COUNTY SCHOOL BOARD.
- 8H-RA-753-0157.** PERC certifies HOLLYWOOD MUNICIPAL EMPLOYEES, LOCAL 2432, AFSCME, AFL-CIO, as representative of all full-time and regularly scheduled part-time employees including police aide-dispatcher, deputy court clerk, clerk II, clerk III, chief clerk, clerk typist, secretary, administrative secretary, switchboard operator, printer, key punch operator, coder, computer operator, computer programmer, stores clerk, buyer, accounting clerk, bookkeeping clerk, cashier, golf course ranger, golf starter, lifeguard I, aquatics supervisor, recreation trainee, recreation leader, center coordinator, fingerprint technician, identification technician I, identification technician II, traffic engineering technician, engineering assistant, civil engineer I, A/C mechanic inspector II, building inspector I, building inspector II, electrical inspector I, electrical inspector II, plumbing inspector I, plumbing inspector II, utilities serviceman I, utilities serviceman II, treatment plant operator-trainee, waste treatment plant operator, certified waste treatment plant operator, chief waste treatment plant operator, water plant operator, certified water plant operator, chief water plant operator, treatment plant mechanic I, treatment plant mechanic II, utilities service representative, laborer, groundskeeper, equipment operator, heavy equipment operator, automotive serviceman, automotive mechanic, communications technician II, communications technician I, carpenter, electrician, maintenance, painter, plumber, sign painter, water meter repairman I, water meter repairman II, refrigeration mechanic, assistant dockmaster, parking meter checker, recreation aide, program supervisor, traffic signal foreman, foreman II, foreman I, nursery foreman, refuse collection foreman, chief mechanic, communications foreman, electrician foreman, painting foreman, refuse collector, packer operator employed by CITY OF HOLLYWOOD.

SECTION 1
SALARY SCHEDULE
CITY OF HOLLYWOOD, FLORIDA
GENERAL EMPLOYEES

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>PAY GRADE</u>
1208	Accounting Clerk	27
1001	Administrative Assistant	32
1058	Administrative Secretary	29
1011	Assistant Planner	38
1012	Associate Planner	43
5427	Automotive Equipment Operator	28
6204	Automotive Mechanic	32
6201	Automotive Service Helper	22
2015	Beach Attendant	15
2027	Beach Maintenance Supervisor	38
1204	Bookkeeping Clerk	19
5213	Building Inspector	44
5217	Building Plans Examiner	48
1128	Buyer	33
6220	Carpenter	33
6225	Carpenter Supervisor	36
1216	Cashier	18
2040	Center Coordinator	31
1040	Chief Clerk	25
5225	Chief Electrical Inspector	48
6208	Chief Mechanic	38
5209	Chief Mechanical Examiner	48
1043	Chief Permit Processor	27
5234	Chief Plumbing Inspector	48
1124	Chief Storekeeper	38
5219	Chief Structural Inspector	50
5457	Chief Utility Mechanic	38
2018	Citizen Resource Officer	38
5036	Civil Engineer I	50
1028	Clerk I	08
1032	Clerk II	15
1036	Clerk III	17
1048	Clerk Typist	15
5201	Code Enforcement Officer	36
6030	Collection Truck Operator	(SPG) 28
1130	Communications Clerk	23
6215	Communications Shift Superv.	36
6218	Communications Supervisor	43
6216	Communications Technician	38
3046	Community Service Officer	26
5211	Compliance Officer	40
5405	Compliance Technician II	39
1112	Computer Programmer I	38
1115	Computer Programmer II	44
1108	Computer Operator I	32
1109	Computer Operator II	38

CLASS CODECLASS TITLEPAY GRADE

3049	Court Liaison Officer	36
6009	Custodian	21
1102	Data Entry Clerk	22
3032	Detention Officer	33
2026	Dockmaster	32
5015	Drafter I	30
5021	Drafter II	34
5221	Electrical Inspector	46
6228	Electrician I	33
6230	Electrician II	37
6232	Electrician Supervisor	38
6287	Electro Technician	38
5033	Engineering Inspector	44
6020	Equipment Operator	24
121	Financial Systems Analyst	45
3036	Fingerprint Technician	27
2002	Golf Course Attendant	08
5023	Graphics Designer	40
6008	Groundskeeper	21
6024	Heavy Equipment Operator	29
1023	Housing Program Supervisor	50
3040	Identification Technician I	34
3044	Identification Technician II	38
3045	Identification Technician III	42
1101	Key Punch Operator	20
5447	Lab Technician I	31
5446	Lab Technician II	35
6004	Laborer	16
3037	Latent Fingerprint Examiner	38
2016	Lifeguard	22
1080	Mail Courier	14
6236	Maintenance Technician	25
2020	Marina Attendant	22
2023	Marine Safety Lieutenant	38
2021	Marine Safety Officer	36
2017	Marine Security Guard	11
5205	Mechanical Inspector	44
6280	Meter Repair Technician I	26
6284	Meter Repair Technician II	34
1113	Microcomputer Specialist I	38
1114	Microcomputer Specialist II	44
5204	Occupational License Inspector	36
6028	Packer Operator	(SPG) 27
6244	Painter	29
2022	Park Ranger	08
3012	Parking Meter Checker	20
3013	Parking Meter Checker Supervisor	24
6252	Parking Meter Technician	24
6258	Parking Meter Technician Superv.	28

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>PAY GRADE</u>
1039	Permit Processor I	15
1050	Permit Processor II	21
3034	Photo Lab Technician	31
6033	Planning Technician	32
5429	Plant Operator I	32
5430	Plant Operator II	35
6260	Plumber	33
5229	Plumbing Inspector	44
3026	Police Aide	25
1037	Police Information Clerk	18
3022	Police Storekeeper	23
1082	Printer	23
1083	Printing Supervisor	35
5203	Property Standards Specialist	36
5025	Property Survey/Records Coordinator	36
6036	Public Works Supervisor	36
3027	Rangemaster	32
1056	Records Processor	23
2028	Recreation Aide	08
2036	Recreation Leader	22
2032	Recreation Leader Trainee	12
6288	Refrigeration Mechanic	33
6048	Refuse Collection Section Superv.	38
6027	Refuse Collector (SPG)	22
6205	Sanitation Automotive Mechanic (SPG)	32
2014	School Crossing Guard	07
2012	School Crossing Guard Leader	09
1054	Secretary	21
3020	Security Aide	16
2013	Security Guard	11
2011	Security Guard Leader	14
1210	Senior Accounting Clerk	31
5030	Senior CADD Operator	45
5464	Service Representative	26
5466	Service Representative Supervisor	32
6035	Site Plan Technician	36
6037	Site Planner	43
2038	Sound and Light Technician	25
1122	Storekeeper	25
1125	Storekeeper Supervisor	34
1120	Stores Clerk	20
3030	Telecommunicator I	25
3031	Telecommunicator II	28
5452	Treatment Plant Mechanic I	30
5456	Treatment Plant Mechanic II	34
5401	Utilities Serviceworker I	25
5404	Utilities Serviceworker II	29
6005	Utility Laborer	21
5459	Utility Locator & Inspector	35
5458	Utility Maintenance Helper	24
5431	Utility Shift Supervisor	39
1038	Victims Advocate	26
5468	Water Meter Reader I	24
5472	Water Meter Reader II	29
6266	Welder	34

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "A" PAY PLAN

SCHEDULE OF PAY GRADES
EFFECTIVE OCTOBER 1, 1994 TO SEPTEMBER 30, 1995

TIER "A" PAY PLAN

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
1	12147.00	12750.00	13395.00	14061.00	14768.00	15517.00	16286.00	17098.00	17950.00	18845.00	19781.00	20779.00	21819.00	22901.00
	467.20	490.40	515.20	540.80	568.00	596.80	626.40	657.60	690.40	724.80	760.80	799.20	839.20	880.80
	5.84	6.13	6.44	6.76	7.10	7.46	7.83	8.22	8.63	9.06	9.51	9.99	10.49	11.01
2	12418.00	13042.00	13686.00	14373.00	15101.00	15850.00	16640.00	17472.00	18346.00	19261.00	20218.00	21237.00	22298.00	23421.00
	477.60	501.60	526.40	552.80	580.80	609.60	640.00	672.00	705.60	740.80	777.60	816.80	857.60	900.80
	5.97	6.27	6.58	6.91	7.26	7.62	8.00	8.40	8.82	9.26	9.72	10.21	10.72	11.26
3	12688.00	13333.00	13998.00	14706.00	15434.00	16203.00	17014.00	17867.00	18762.00	19698.00	20675.00	21715.00	22797.00	23941.00
	488.00	512.80	538.40	565.60	593.60	623.20	654.40	687.20	721.60	757.60	795.20	835.20	876.80	920.80
	6.10	6.41	6.73	7.07	7.42	7.79	8.18	8.59	9.02	9.47	9.94	10.44	10.96	11.51
4	12958.00	13603.00	14290.00	14997.00	15746.00	16536.00	17368.00	18242.00	19157.00	20114.00	21112.00	22173.00	23275.00	24440.00
	498.40	523.20	549.60	576.80	605.60	636.00	668.00	701.60	736.80	773.60	812.00	852.80	895.20	940.00
	6.23	6.54	6.87	7.21	7.57	7.95	8.35	8.77	9.21	9.67	10.15	10.66	11.19	11.75
5	13250.00	13915.00	14602.00	15330.00	16099.00	16910.00	17763.00	18658.00	19594.00	20571.00	21590.00	22672.00	23816.00	25002.00
	509.60	535.20	561.60	589.60	619.20	650.40	683.20	717.60	753.60	791.20	830.40	872.00	916.00	961.60
	6.37	6.69	7.02	7.37	7.74	8.13	8.54	8.97	9.42	9.89	10.38	10.90	11.45	12.02
6	13520.00	14206.00	14914.00	15662.00	16453.00	17285.00	18158.00	19074.00	20030.00	21029.00	22090.00	23192.00	24357.00	25584.00
	520.00	546.40	573.60	602.40	632.80	664.80	698.40	733.60	770.40	808.80	849.60	892.00	936.80	984.00
	6.50	6.83	7.17	7.53	7.91	8.31	8.73	9.17	9.63	10.11	10.62	11.15	11.71	12.30
7	13770.00	14456.00	15184.00	15954.00	16744.00	17576.00	18450.00	19365.00	20342.00	21362.00	22422.00	23546.00	24731.00	25958.00
	529.60	556.00	584.00	613.60	644.00	676.00	709.60	744.80	782.40	821.60	862.40	905.60	951.20	998.40
	6.62	6.95	7.30	7.67	8.05	8.45	8.87	9.31	9.78	10.27	10.78	11.32	11.89	12.48
8	14102.00	14810.00	15558.00	16328.00	17139.00	17992.00	18886.00	19822.00	20821.00	21861.00	22963.00	24107.00	25314.00	26582.00
	542.40	569.60	598.40	628.00	659.20	692.00	726.40	762.40	800.80	840.80	883.20	927.20	973.60	1022.40
	6.78	7.12	7.48	7.85	8.24	8.65	9.08	9.53	10.01	10.51	11.04	11.59	12.17	12.78

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3	
9	14373.00 552.80 6.91	15101.00 580.80 7.26	15850.00 609.60 7.62	16640.00 640.00 8.00	17472.00 672.00 8.40	18346.00 705.60 8.82	19261.00 740.80 9.26	20218.00 777.60 9.72	21237.00 816.80 10.21	22298.00 857.60 10.72	23421.00 900.80 11.26	24586.00 945.60 11.82	25813.00 992.80 12.41	27102.00 1042.40 13.03	
10	14726.00 566.40 7.08	15454.00 594.40 7.43	16224.00 624.00 7.80	17035.00 655.20 8.19	17888.00 688.00 8.60	18782.00 722.40 9.03	19718.00 758.40 9.48	20696.00 796.00 9.95	21736.00 836.00 10.45	22818.00 877.60 10.97	23962.00 921.60 11.52	25168.00 968.00 12.10	26437.00 1016.80 12.71	27768.00 1068.00 13.35	
11	15018.00 577.60 7.22	15766.00 606.40 7.58	16557.00 636.80 7.96	17389.00 668.80 8.36	18262.00 702.40 8.78	19178.00 737.60 9.22	20134.00 774.40 9.68	21133.00 812.80 10.16	22194.00 853.60 10.67	23296.00 896.00 11.20	24461.00 940.80 11.76	25688.00 988.00 12.35	26978.00 1037.60 12.97	28330.00 1089.60 13.62	
12	15371.00 591.20 7.39	16141.00 620.80 7.76	16952.00 652.00 8.15	17805.00 684.80 8.56	18699.00 719.20 8.99	19635.00 755.20 9.44	20613.00 792.80 9.91	21653.00 832.80 10.41	22734.00 874.40 10.93	23878.00 918.40 11.48	25064.00 964.00 12.05	26312.00 1012.00 12.65	27622.00 1062.40 13.28	28995.00 1115.20 13.94	
13	15683.00 603.20 7.54	16474.00 633.60 7.92	17306.00 665.60 8.32	18179.00 699.20 8.74	19094.00 734.40 9.18	20051.00 771.20 9.64	21050.00 809.60 10.12	22110.00 850.40 10.63	23213.00 892.80 11.16	24378.00 937.60 11.72	25605.00 984.80 12.31	26894.00 1034.40 12.93	28246.00 1086.40 13.58	29661.00 1140.80 14.26	
14	16016.00 616.00 7.70	16827.00 647.20 8.09	17659.00 679.20 8.49	18533.00 712.80 8.91	19469.00 748.80 9.36	20446.00 786.40 9.83	21466.00 825.60 10.32	22547.00 867.20 10.84	23670.00 910.40 11.38	24856.00 956.00 11.95	26104.00 1004.00 12.55	27414.00 1054.40 13.18	28787.00 1107.20 13.84	30222.00 1162.40 14.53	
15	16349.00 628.80 7.86	17160.00 660.00 8.25	18013.00 692.80 8.66	18907.00 727.20 9.09	19843.00 763.20 9.54	20842.00 801.60 10.02	21882.00 841.60 10.52	22984.00 884.00 11.05	24128.00 928.00 11.60	25334.00 974.40 12.18	26603.00 1023.20 12.79	27934.00 1074.40 13.43	29328.00 1128.00 14.10	30805.00 1184.80 14.81	
16	16702.00 642.40 8.03	17534.00 674.40 8.43	18408.00 708.00 8.85	19323.00 743.20 9.29	20280.00 780.00 9.75	21299.00 819.20 10.24	22360.00 860.00 10.75	23483.00 903.20 11.29	24648.00 948.00 11.85	25875.00 995.20 12.44	27165.00 1044.80 13.06	28517.00 1096.80 13.71	29952.00 1152.00 14.40	31450.00 1209.60 15.12	
17	17098.00 657.60 8.22	17950.00 690.40 8.63	18845.00 724.80 9.06	19781.00 760.80 9.51	20779.00 799.20 9.99	21819.00 839.20 10.49	22901.00 880.80 11.01	24045.00 924.80 11.56	25251.00 971.20 12.14	26520.00 1020.00 12.75	27851.00 1071.20 13.39	29245.00 1124.80 14.06	30701.00 1180.80 14.76	32240.00 1240.00 15.50	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
18	17451.00	18325.00	19240.00	20197.00	21216.00	22277.00	23400.00	24565.00	25792.00	27082.00	28434.00	29848.00	31346.00	32906.00
	671.20	704.80	740.00	776.80	816.00	856.80	900.00	944.80	992.00	1041.60	1093.60	1148.00	1205.60	1265.60
	8.39	8.81	9.25	9.71	10.20	10.71	11.25	11.81	12.40	13.02	13.67	14.35	15.07	15.82
19	17846.00	18741.00	19677.00	20654.00	21694.00	22776.00	23920.00	25126.00	26374.00	27685.00	29078.00	30534.00	32053.00	33654.00
	686.40	720.80	756.80	794.40	834.40	876.00	920.00	966.40	1014.40	1064.80	1118.40	1174.40	1232.80	1294.40
	8.58	9.01	9.46	9.93	10.43	10.95	11.50	12.08	12.68	13.31	13.98	14.68	15.41	16.18
20	18262.00	19178.00	20134.00	21133.00	22194.00	23296.00	24461.00	25688.00	26978.00	28330.00	29744.00	31242.00	32802.00	34445.00
	702.40	737.60	774.40	812.80	853.60	896.00	940.80	988.00	1037.60	1089.60	1144.00	1201.60	1261.60	1324.80
	8.78	9.22	9.68	10.16	10.67	11.20	11.76	12.35	12.97	13.62	14.30	15.02	15.77	16.56
21	18658.00	19594.00	20571.00	21590.00	22672.00	23816.00	25002.00	26250.00	27560.00	28933.00	30389.00	31907.00	33509.00	35194.00
	717.60	753.60	791.20	830.40	872.00	916.00	961.60	1009.60	1060.00	1112.80	1168.80	1227.20	1288.80	1353.60
	8.97	9.42	9.89	10.38	10.90	11.45	12.02	12.62	13.25	13.91	14.61	15.34	16.11	16.92
22	19094.00	20051.00	21050.00	22110.00	23213.00	24378.00	25605.00	26894.00	28246.00	29661.00	31138.00	32698.00	34341.00	36067.00
	734.40	771.20	809.60	850.40	892.80	937.60	984.80	1034.40	1086.40	1140.80	1197.60	1257.60	1320.80	1387.20
	9.18	9.64	10.12	10.63	11.16	11.72	12.31	12.93	13.58	14.26	14.97	15.72	16.51	17.34
23	19490.00	20467.00	21486.00	22568.00	23691.00	24877.00	26125.00	27435.00	28808.00	30243.00	31762.00	33342.00	35006.00	36754.00
	749.60	787.20	826.40	868.00	911.20	956.80	1004.80	1055.20	1108.00	1163.20	1221.60	1282.40	1346.40	1413.60
	9.37	9.84	10.33	10.85	11.39	11.96	12.56	13.19	13.85	14.54	15.27	16.03	16.83	17.67
24	19947.00	20946.00	21986.00	23088.00	24253.00	25459.00	26728.00	28059.00	29453.00	30930.00	32469.00	34091.00	35797.00	37586.00
	767.20	805.60	845.60	888.00	932.80	979.20	1028.00	1079.20	1132.80	1189.60	1248.80	1311.20	1376.80	1445.60
	9.59	10.07	10.57	11.10	11.66	12.24	12.85	13.49	14.16	14.87	15.61	16.39	17.21	18.07
25	20384.00	21403.00	22464.00	23587.00	24773.00	26021.00	27331.00	28704.00	30139.00	31637.00	33218.00	34882.00	36629.00	38459.00
	784.00	823.20	864.00	907.20	952.80	1000.80	1051.20	1104.00	1159.20	1216.80	1277.60	1341.60	1408.80	1479.20
	9.80	10.29	10.80	11.34	11.91	12.51	13.14	13.80	14.49	15.21	15.97	16.77	17.61	18.49
26	20842.00	21882.00	22984.00	24128.00	25334.00	26603.00	27934.00	29328.00	30805.00	32344.00	33966.00	35672.00	37461.00	39333.00
	801.60	841.60	884.00	928.00	974.40	1023.20	1074.40	1128.00	1184.80	1244.00	1306.40	1372.00	1440.80	1512.80
	10.02	10.52	11.05	11.60	12.18	12.79	13.43	14.10	14.81	15.55	16.33	17.15	18.01	18.91

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
27	21278.00	22339.00	23462.00	24627.00	25854.00	27144.00	28496.00	29931.00	31429.00	33010.00	34553.00	36379.00	38189.00	40102.00
	818.40	859.20	902.40	947.20	994.40	1044.00	1096.00	1151.20	1208.80	1269.60	1332.80	1399.20	1468.80	1542.40
	10.23	10.74	11.28	11.84	12.43	13.05	13.70	14.39	15.11	15.87	16.66	17.49	18.36	19.28
28	21798.00	22880.00	24024.00	25230.00	26499.00	27830.00	29224.00	30680.00	32219.00	33821.00	35506.00	37274.00	39146.00	41101.00
	838.40	880.00	924.00	970.40	1019.20	1070.40	1124.00	1180.00	1239.20	1300.80	1365.60	1433.60	1505.60	1580.80
	10.48	11.00	11.55	12.13	12.74	13.38	14.05	14.75	15.49	16.26	17.07	17.92	18.82	19.76
29	22277.00	23400.00	24565.00	25792.00	27082.00	28434.00	29848.00	31346.00	32906.00	34549.00	36275.00	38085.00	39998.00	41995.00
	856.80	900.00	944.80	992.00	1041.60	1093.60	1148.00	1205.60	1265.60	1328.80	1395.20	1464.80	1538.40	1615.20
	10.71	11.25	11.81	12.40	13.02	13.67	14.35	15.07	15.82	16.61	17.44	18.31	19.23	20.19
30	22818.00	23962.00	25168.00	26437.00	27768.00	29162.00	30618.00	32157.00	33758.00	35443.00	37211.00	39062.00	41018.00	43077.00
	877.60	921.60	968.00	1016.80	1068.00	1121.60	1177.60	1236.80	1298.40	1363.20	1431.20	1502.40	1577.60	1656.80
	10.97	11.52	12.10	12.71	13.35	14.02	14.72	15.46	16.23	17.04	17.89	18.78	19.72	20.71
31	23317.00	24482.00	25709.00	26998.00	28350.00	29765.00	31262.00	32822.00	34466.00	36192.00	38002.00	39894.00	41891.00	43992.00
	896.80	941.60	988.80	1038.40	1090.40	1144.80	1202.40	1262.40	1325.60	1392.00	1461.60	1534.40	1611.20	1692.00
	11.21	11.77	12.36	12.98	13.63	14.31	15.03	15.78	16.57	17.40	18.27	19.18	20.14	21.15
32	23837.00	25022.00	26270.00	27581.00	28954.00	30410.00	31928.00	33530.00	35214.00	36982.00	38834.00	40768.00	42806.00	44949.00
	916.80	962.40	1010.40	1060.80	1113.60	1169.60	1228.00	1289.60	1354.40	1422.40	1493.60	1568.00	1646.40	1728.80
	11.46	12.03	12.63	13.26	13.92	14.62	15.35	16.12	16.93	17.78	18.67	19.60	20.58	21.61
33	24378.00	25605.00	26894.00	28246.00	29661.00	31138.00	32698.00	34341.00	36067.00	37877.00	39770.00	41766.00	43846.00	46030.00
	937.60	984.80	1034.40	1086.40	1140.80	1197.60	1257.60	1320.80	1387.20	1456.80	1529.60	1606.40	1686.40	1770.40
	11.72	12.31	12.93	13.58	14.26	14.97	15.72	16.51	17.34	18.21	19.12	20.08	21.08	22.13
34	24939.00	26187.00	27498.00	28870.00	30306.00	31824.00	33426.00	35090.00	36837.00	38688.00	40622.00	42661.00	44803.00	47050.00
	959.20	1007.20	1057.60	1110.40	1165.60	1224.00	1285.60	1349.60	1416.80	1488.00	1562.40	1640.80	1723.20	1809.60
	11.99	12.59	13.22	13.88	14.57	15.30	16.07	16.87	17.71	18.60	19.53	20.51	21.54	22.62
35	25501.00	26770.00	28101.00	29515.00	30992.00	32552.00	34174.00	35880.00	37669.00	39562.00	41538.00	43618.00	45802.00	48090.00
	980.80	1029.60	1080.80	1135.20	1192.00	1252.00	1314.40	1380.00	1448.80	1521.60	1597.60	1677.60	1761.60	1849.60
	12.26	12.87	13.51	14.19	14.90	15.65	16.43	17.25	18.11	19.02	19.97	20.97	22.02	23.12

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER 'A' PAY PLAN

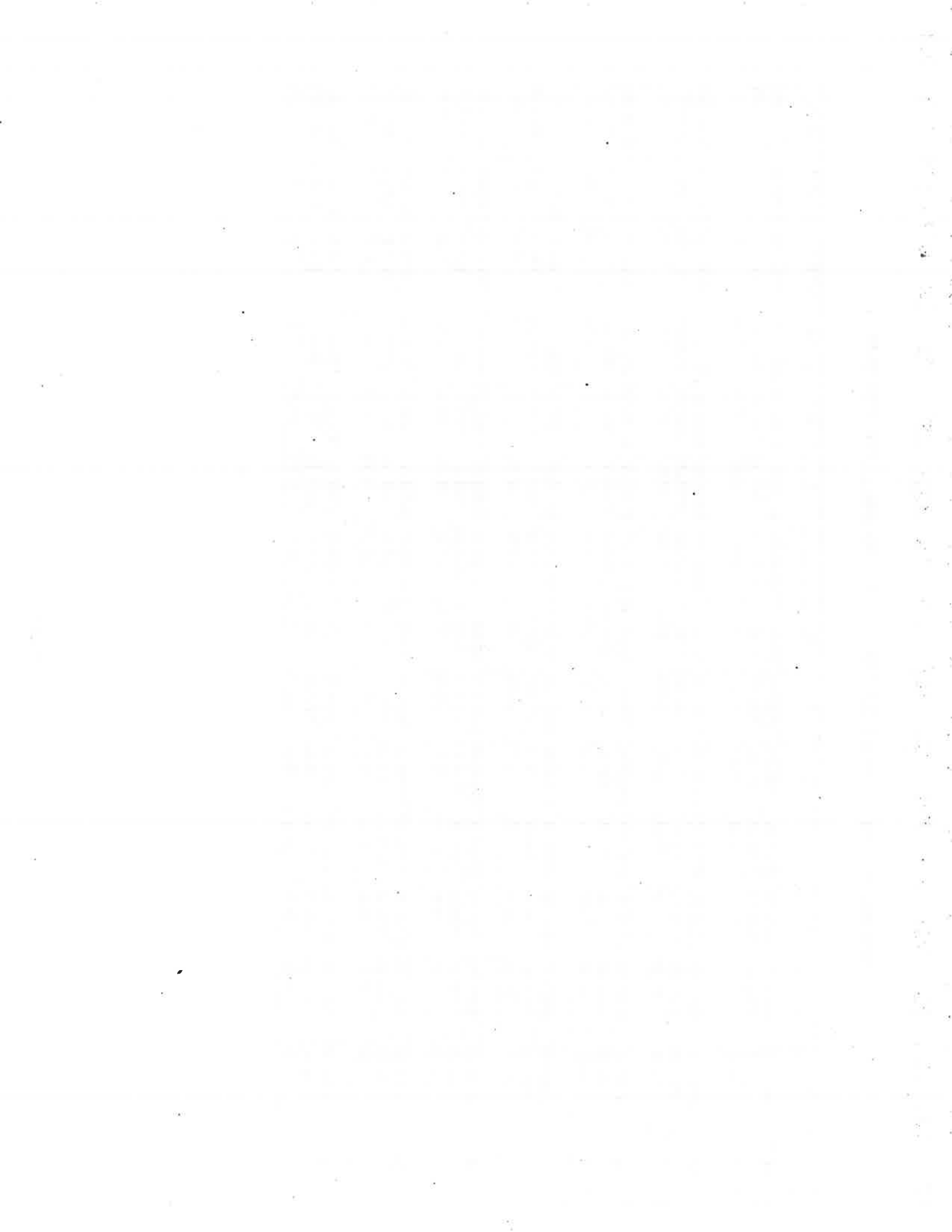
	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
36	26104.00	27414.00	28787.00	30222.00	31741.00	33322.00	34986.00	36733.00	38563.00	40498.00	42515.00	44637.00	46862.00	49213.00
	1004.00	1054.40	1107.20	1162.40	1220.80	1281.60	1345.60	1412.80	1483.20	1557.60	1635.20	1716.80	1802.40	1892.80
	12.55	13.18	13.84	14.53	15.26	16.02	16.82	17.66	18.54	19.47	20.44	21.46	22.53	23.66
37	26686.00	28018.00	29411.00	30888.00	32427.00	34050.00	35755.00	37544.00	39416.00	41392.00	43472.00	45656.00	47944.00	50336.00
	1026.40	1077.60	1131.20	1188.00	1247.20	1309.60	1375.20	1444.00	1516.00	1592.00	1672.00	1756.00	1844.00	1936.00
	12.83	13.47	14.14	14.85	15.59	16.37	17.19	18.05	18.95	19.90	20.90	21.95	23.05	24.20
38	27310.00	28683.00	30118.00	31616.00	33197.00	34861.00	36608.00	38438.00	40352.00	42370.00	44491.00	46717.00	49046.00	51501.00
	1050.40	1103.20	1158.40	1216.00	1276.80	1340.80	1408.00	1478.40	1552.00	1629.60	1711.20	1796.80	1886.40	1980.80
	13.13	13.79	14.48	15.20	15.96	16.76	17.60	18.48	19.40	20.37	21.39	22.46	23.58	24.76
39	27934.00	29328.00	30805.00	32344.00	33966.00	35672.00	37461.00	39333.00	41309.00	43368.00	45531.00	47798.00	50190.00	52707.00
	1074.40	1128.00	1184.80	1244.00	1306.40	1372.00	1440.80	1512.80	1588.80	1668.00	1751.20	1838.40	1930.40	2027.20
	13.43	14.10	14.81	15.55	16.33	17.15	18.01	18.91	19.86	20.85	21.89	22.98	24.13	25.34
40	28600.00	30035.00	31533.00	33114.00	34778.00	36525.00	38355.00	40269.00	42286.00	44408.00	46634.00	48963.00	51418.00	53997.00
	1100.00	1155.20	1212.80	1273.60	1337.60	1404.80	1475.20	1548.80	1626.40	1708.00	1793.60	1883.20	1977.60	2076.80
	13.75	14.44	15.16	15.92	16.72	17.56	18.44	19.36	20.33	21.35	22.42	23.54	24.72	25.96
41	29224.00	30680.00	32219.00	33821.00	35506.00	37274.00	39146.00	41101.00	43160.00	45323.00	47590.00	49962.00	52458.00	55078.00
	1124.00	1180.00	1239.20	1300.80	1365.60	1433.60	1505.60	1580.80	1660.00	1743.20	1830.40	1921.60	2017.60	2118.40
	14.05	14.75	15.49	16.26	17.07	17.92	18.82	19.76	20.75	21.79	22.88	24.02	25.22	26.48
42	29910.00	31408.00	32989.00	34632.00	36358.00	38168.00	40082.00	42078.00	44179.00	46384.00	48714.00	51147.00	53706.00	56389.00
	1150.40	1208.00	1268.80	1332.00	1398.40	1468.00	1541.60	1618.40	1699.20	1784.00	1873.60	1967.20	2065.60	2168.80
	14.38	15.10	15.86	16.65	17.48	18.35	19.27	20.23	21.24	22.30	23.42	24.59	25.82	27.11
43	30597.00	32136.00	33738.00	35422.00	37190.00	39042.00	40997.00	43056.00	45219.00	47486.00	49858.00	52354.00	54974.00	57720.00
	1176.80	1236.00	1297.60	1362.40	1430.40	1501.60	1576.80	1656.00	1739.20	1826.40	1917.60	2013.60	2114.40	2220.00
	14.71	15.45	16.22	17.03	17.88	18.77	19.71	20.70	21.74	22.83	23.97	25.17	26.43	27.75
44	31325.00	32885.00	34528.00	36254.00	38064.00	39978.00	41974.00	44075.00	46280.00	48589.00	51022.00	53581.00	56264.00	59072.00
	1204.80	1264.80	1328.00	1394.40	1464.00	1537.60	1614.40	1695.20	1780.00	1868.80	1962.40	2060.80	2164.00	2272.00
	15.06	15.81	16.60	17.43	18.30	19.22	20.18	21.19	22.25	23.36	24.53	25.76	27.05	28.40

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
45	32032.00 1232.00 15.40	33634.00 1293.60 16.17	35318.00 1358.40 16.98	37086.00 1426.40 17.83	38938.00 1497.60 18.72	40893.00 1572.80 19.66	42931.00 1651.20 20.64	45074.00 1733.60 21.67	47320.00 1820.00 22.75	49691.00 1911.20 23.89	52166.00 2006.40 25.08	54766.00 2106.40 26.33	57512.00 2212.00 27.65	60382.00 2322.40 29.03
46	32822.00 1262.40 15.78	34466.00 1325.60 16.57	36192.00 1392.00 17.40	38002.00 1461.60 18.27	39894.00 1534.40 19.18	41891.00 1611.20 20.14	43992.00 1692.00 21.15	46197.00 1776.80 22.21	48506.00 1865.60 23.32	50939.00 1959.20 24.49	53477.00 2056.80 25.71	56160.00 2160.00 27.00	58968.00 2268.00 28.35	61922.00 2381.60 29.77
47	33571.00 1291.20 16.14	35256.00 1356.00 16.95	37024.00 1424.00 17.80	38875.00 1495.20 18.69	40810.00 1569.60 19.62	42848.00 1648.00 20.60	44990.00 1730.40 21.63	47237.00 1816.80 22.71	49608.00 1908.00 23.85	52083.00 2003.20 25.04	54683.00 2103.20 26.29	57408.00 2208.00 27.60	60278.00 2318.40 28.98	63294.00 2434.40 30.43
48	34341.00 1320.80 16.51	36067.00 1387.20 17.34	37877.00 1456.80 18.21	39770.00 1529.60 19.12	41766.00 1606.40 20.08	43846.00 1688.40 21.08	46030.00 1770.40 22.13	48339.00 1859.20 23.24	50752.00 1952.00 24.40	53290.00 2049.60 25.62	55952.00 2152.00 26.90	58760.00 2260.00 28.25	61693.00 2372.80 29.66	64771.00 2491.20 31.14
49	35131.00 1351.20 16.89	36878.00 1418.40 17.73	38730.00 1489.60 18.62	40664.00 1564.00 19.55	42702.00 1642.40 20.53	44845.00 1724.80 21.56	47091.00 1811.20 22.64	49442.00 1901.60 23.77	51917.00 1996.80 24.96	54517.00 2096.80 26.21	57242.00 2201.60 27.52	60112.00 2312.00 28.90	63128.00 2428.00 30.35	66290.00 2549.60 31.87
50	35963.00 1383.20 17.29	37752.00 1452.00 18.15	39645.00 1524.80 19.06	41621.00 1600.80 20.01	43701.00 1680.80 21.01	45885.00 1764.80 22.06	48173.00 1852.80 23.16	50586.00 1945.60 24.32	53123.00 2043.20 25.54	55786.00 2145.60 26.82	58573.00 2252.80 28.16	61506.00 2365.60 29.57	64584.00 2484.00 31.05	67808.00 2608.00 32.60
51	36837.00 1416.80 17.71	38688.00 1488.00 18.60	40622.00 1562.40 19.53	42661.00 1640.80 20.51	44803.00 1723.20 21.54	47050.00 1809.60 22.62	49400.00 1900.00 23.75	51875.00 1995.20 24.94	54475.00 2095.20 26.19	57200.00 2200.00 27.50	60070.00 2310.40 28.88	63066.00 2425.60 30.32	66227.00 2547.20 31.84	69534.00 2674.40 33.43
52	37689.00 1448.80 18.11	39562.00 1521.60 19.02	41538.00 1597.60 19.97	43618.00 1677.60 20.97	45802.00 1761.60 22.02	48090.00 1849.60 23.12	50502.00 1942.40 24.28	53019.00 2039.20 25.49	55661.00 2140.80 26.76	58448.00 2248.00 28.10	61381.00 2360.80 29.51	64459.00 2479.20 30.99	67683.00 2603.20 32.54	71074.00 2733.60 34.17
53	38542.00 1482.40 18.53	40477.00 1556.80 19.46	42494.00 1634.40 20.43	44616.00 1716.00 21.45	46842.00 1801.60 22.52	49192.00 1892.00 23.65	51646.00 1986.40 24.83	54226.00 2085.60 26.07	56930.00 2189.60 27.37	59779.00 2299.20 28.74	62774.00 2414.40 30.18	65915.00 2535.20 31.69	69202.00 2661.60 33.27	72654.00 2794.40 34.93

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
54	39437.00	41413.00	43493.00	45677.00	47965.00	50357.00	52874.00	55515.00	58282.00	61194.00	64251.00	67454.00	70824.00	74360.00
	1516.80	1592.80	1672.80	1756.80	1844.80	1936.80	2033.60	2135.20	2241.60	2353.60	2471.20	2594.40	2724.00	2860.00
	18.96	19.91	20.91	21.96	23.06	24.21	25.42	26.69	28.02	29.42	30.89	32.43	34.05	35.75
55	40394.00	42411.00	44533.00	46758.00	49088.00	51542.00	54122.00	56826.00	59675.00	62650.00	65790.00	69077.00	72530.00	76149.00
	1553.60	1631.20	1712.80	1798.40	1888.00	1982.40	2081.60	2185.60	2295.20	2409.60	2530.40	2656.80	2789.60	2928.80
	19.42	20.39	21.41	22.48	23.60	24.78	26.02	27.32	28.69	30.12	31.63	33.21	34.87	36.61
56	41330.00	43389.00	45552.00	47840.00	50232.00	52749.00	55390.00	58157.00	61069.00	64126.00	67330.00	70699.00	74235.00	77938.00
	1589.60	1668.80	1752.00	1840.00	1932.00	2028.80	2130.40	2236.80	2348.80	2466.40	2589.60	2719.20	2855.20	2997.60
	19.87	20.86	21.90	23.00	24.15	25.36	26.63	27.96	29.36	30.83	32.37	33.99	35.69	37.47
57	42307.00	44429.00	46654.00	48984.00	51438.00	54018.00	56722.00	59550.00	62525.00	65645.00	68931.00	72384.00	76003.00	79810.00
	1627.20	1708.80	1794.40	1884.00	1978.40	2077.60	2181.60	2290.40	2404.80	2524.80	2651.20	2784.00	2923.20	3069.60
	20.34	21.36	22.43	23.55	24.73	25.97	27.27	28.63	30.06	31.56	33.14	34.80	36.54	38.37
58	43306.00	45469.00	47736.00	50128.00	52645.00	55286.00	58053.00	60965.00	64022.00	67226.00	70595.00	74131.00	77834.00	81723.00
	1665.60	1748.80	1836.00	1928.00	2024.80	2126.40	2232.80	2344.80	2462.40	2585.60	2715.20	2851.20	2993.60	3143.20
	20.82	21.86	22.95	24.10	25.31	26.58	27.91	29.31	30.78	32.32	33.94	35.64	37.42	39.29
59	44325.00	46550.00	48880.00	51334.00	53893.00	56597.00	59426.00	62400.00	65520.00	68806.00	72238.00	75858.00	79643.00	83616.00
	1704.80	1790.40	1880.00	1974.40	2072.80	2176.80	2285.60	2400.00	2520.00	2646.40	2778.40	2917.60	3063.20	3216.00
	21.31	22.38	23.50	24.68	25.91	27.21	28.57	30.00	31.50	33.08	34.73	36.47	38.29	40.20
60	45406.00	47674.00	50066.00	52562.00	55182.00	57949.00	60840.00	63877.00	67080.00	70429.00	73944.00	77646.00	81536.00	85613.00
	1746.40	1833.60	1925.60	2021.60	2122.40	2228.80	2340.00	2456.80	2580.00	2708.80	2844.00	2986.40	3136.00	3292.80
	21.83	22.92	24.07	25.27	26.53	27.86	29.25	30.71	32.25	33.86	35.55	37.33	39.20	41.16



SANITATION EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "A" PAY PLAN

SCHEDULE OF PAY GRADES

EFFECTIVE OCTOBER 1, 1994 TO SEPTEMBER 30, 1995

TIER "A" PAY PLAN

SANITATION EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
14	16307.00 313.60 7.84	17118.00 329.20 8.23	17971.00 345.60 8.64	18866.00 362.80 9.07	19802.00 380.80 9.52	20800.00 400.00 10.00	21840.00 420.00 10.50	22942.00 441.20 11.03	24086.00 463.20 11.58	25293.00 486.40 12.16	26562.00 510.80 12.77	27893.00 536.40 13.41	29286.00 563.20 14.08	30742.00 591.20 14.78
16	17014.00 327.20 8.18	17867.00 343.60 8.59	18762.00 360.80 9.02	19698.00 378.80 9.47	20675.00 397.60 9.94	21715.00 417.60 10.44	22797.00 438.40 10.96	23941.00 460.40 11.51	25147.00 483.60 12.09	26395.00 507.60 12.69	27706.00 532.80 13.32	29099.00 559.60 13.99	30555.00 587.60 14.69	32074.00 616.80 15.42
21	18990.00 365.20 9.13	19947.00 383.60 9.59	20946.00 402.80 10.07	21986.00 422.80 10.57	23088.00 444.00 11.10	24253.00 466.40 11.66	25459.00 489.60 12.24	26728.00 514.00 12.85	28059.00 539.60 13.49	29453.00 566.40 14.16	30930.00 594.80 14.87	32469.00 624.40 15.61	34091.00 655.60 16.39	35797.00 688.40 17.21
22	19406.00 373.20 9.33	20384.00 392.00 9.80	21403.00 411.60 10.29	22464.00 432.00 10.80	23587.00 453.60 11.34	24773.00 476.40 11.91	26021.00 500.40 12.51	27331.00 525.60 13.14	28704.00 552.00 13.80	30139.00 579.60 14.49	31637.00 608.40 15.21	33218.00 638.80 15.97	34882.00 670.80 16.77	36629.00 704.40 17.61
24	20259.00 389.60 9.74	21278.00 409.20 10.23	22339.00 429.60 10.74	23462.00 451.20 11.28	24627.00 473.60 11.84	25854.00 497.20 12.43	27144.00 522.00 13.05	28496.00 548.00 13.70	29931.00 575.60 14.39	31429.00 604.40 15.11	33010.00 634.80 15.87	34653.00 666.40 16.66	36379.00 699.60 17.49	38189.00 734.40 18.36
25	20717.00 398.40 9.96	21757.00 418.40 10.46	22838.00 439.20 10.98	23982.00 461.20 11.53	25189.00 484.40 12.11	26458.00 508.80 12.72	27789.00 534.40 13.36	29182.00 561.20 14.03	30638.00 589.20 14.73	32178.00 618.80 15.47	33779.00 649.60 16.24	35464.00 682.00 17.05	37232.00 716.00 17.90	39104.00 752.00 18.80
26	21216.00 408.00 10.20	22277.00 428.40 10.71	23400.00 450.00 11.25	24565.00 472.40 11.81	25792.00 496.00 12.40	27082.00 520.80 13.02	28434.00 546.80 13.67	29848.00 574.00 14.35	31346.00 602.80 15.07	32906.00 632.80 15.82	34549.00 664.40 16.61	36275.00 697.60 17.44	38085.00 732.40 18.31	39998.00 769.20 19.23
27	21674.00 416.80 10.42	22755.00 437.60 10.94	23899.00 459.60 11.49	25085.00 482.40 12.06	26333.00 506.40 12.66	27643.00 531.60 13.29	29016.00 558.00 13.95	30472.00 586.00 14.65	31990.00 615.20 15.38	33592.00 646.00 16.15	35277.00 678.40 16.96	37045.00 712.40 17.81	38896.00 748.00 18.70	40851.00 785.60 19.64

SANITATION EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
28	22152.00	23254.00	24419.00	25646.00	26936.00	28288.00	29702.00	31179.00	32739.00	34382.00	36109.00	37918.00	39811.00	41808.00
	426.00	447.20	469.60	493.20	518.00	544.00	571.20	599.60	629.60	661.20	694.40	729.20	765.60	804.00
	10.65	11.18	11.74	12.33	12.95	13.60	14.28	14.99	15.74	16.53	17.36	18.23	19.14	20.10
29	22651.00	23774.00	24960.00	26208.00	27518.00	28891.00	30326.00	31845.00	33446.00	35110.00	36858.00	38709.00	40643.00	42682.00
	435.60	457.20	480.00	504.00	529.20	555.60	583.20	612.40	643.20	675.20	708.80	744.40	781.60	820.80
	10.89	11.43	12.00	12.60	13.23	13.89	14.58	15.31	16.08	16.88	17.72	18.61	19.54	20.52
32	24440.00	25667.00	26957.00	28309.00	29723.00	31200.00	32760.00	34403.00	36130.00	37939.00	39832.00	41829.00	43930.00	46134.00
	470.00	493.60	518.40	544.40	571.60	600.00	630.00	661.60	694.80	729.60	766.00	804.40	844.80	887.20
	11.75	12.34	12.96	13.61	14.29	15.00	15.75	16.54	17.37	18.24	19.15	20.11	21.12	22.18

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "B" PAY PLAN

SCHEDULE OF PAY GRADES							
EFFECTIVE OCTOBER 1, 1994 TO SEPTEMBER 30, 1995							
TIER "B" PAY PLAN							
GENERAL EMPLOYEES HIRED ON OR AFTER 10/1/94							
	A	B	C	D	E	F	Continue to Step "G" on
1	10941.00	11482.00	12064.00	12667.00	13291.00	13957.00	Tier A Pay Plan for next increase
	420.80	441.60	464.00	487.20	511.20	536.80	
	5.26	5.52	5.80	6.09	6.39	6.71	
2	11170.00	11731.00	12314.00	12938.00	13582.00	14269.00	""
	429.60	451.20	473.60	497.60	522.40	548.80	
	5.37	5.64	5.92	6.22	6.53	6.86	
3	11419.00	11981.00	12584.00	13208.00	13874.00	14560.00	""
	439.20	460.80	484.00	508.00	533.60	560.00	
	5.49	5.76	6.05	6.35	6.67	7.00	
4	11669.00	12251.00	12854.00	13499.00	14165.00	14872.00	""
	448.80	471.20	494.40	519.20	544.80	572.00	
	5.61	5.89	6.18	6.49	6.81	7.15	
5	11918.00	12522.00	13146.00	13811.00	14498.00	15226.00	""
	458.40	481.60	505.60	531.20	557.60	585.60	
	5.73	6.02	6.32	6.64	6.97	7.32	
6	12168.00	12771.00	13416.00	14082.00	14789.00	15538.00	""
	468.00	491.20	516.00	541.60	568.80	597.60	
	5.85	6.14	6.45	6.77	7.11	7.47	
7	12397.00	13021.00	13666.00	14352.00	15080.00	15829.00	""
	476.80	500.80	525.60	552.00	580.00	608.80	
	5.96	6.26	6.57	6.90	7.25	7.61	
8	12688.00	13333.00	13998.00	14706.00	15434.00	16203.00	""
	488.00	512.80	538.40	565.60	593.60	623.20	
	6.10	6.41	6.73	7.07	7.42	7.79	
9	12938.00	13582.00	14269.00	14976.00	15725.00	16515.00	""
	497.60	522.40	548.80	576.00	604.80	635.20	
	6.22	6.53	6.86	7.20	7.56	7.94	
10	13250.00	13915.00	14602.00	15330.00	16099.00	16910.00	""
	509.60	535.20	561.60	589.60	619.20	650.40	
	6.37	6.69	7.02	7.37	7.74	8.13	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "B" PAY PLAN

	A	B	C	D	E	F	Continue to Step "G" on
11	13520.00	14206.00	14914.00	15662.00	16453.00	17285.00	Tier A Pay
	520.00	546.40	573.60	602.40	632.80	664.80	Plan for next
	6.50	6.83	7.17	7.53	7.91	8.31	increase
12	13832.00	14518.00	15246.00	16016.00	16827.00	17659.00	""
	532.00	558.40	586.40	616.00	647.20	679.20	
	6.65	6.98	7.33	7.70	8.09	8.49	
13	14123.00	14830.00	15579.00	16349.00	17160.00	18013.00	""
	543.20	570.40	599.20	628.80	660.00	692.80	
	6.79	7.13	7.49	7.86	8.25	8.66	
14	14414.00	15142.00	15891.00	16682.00	17514.00	18387.00	""
	554.40	582.40	611.20	641.60	673.60	707.20	
	6.93	7.28	7.64	8.02	8.42	8.84	
15	14706.00	15434.00	16203.00	17014.00	17867.00	18762.00	""
	565.60	593.60	623.20	654.40	687.20	721.60	
	7.07	7.42	7.79	8.18	8.59	9.02	
16	15038.00	15787.00	16578.00	17410.00	18283.00	19198.00	""
	578.40	607.20	637.60	669.60	703.20	738.40	
	7.23	7.59	7.97	8.37	8.79	9.23	
17	15392.00	16162.00	16973.00	17826.00	18720.00	19656.00	""
	592.00	621.60	652.80	685.60	720.00	756.00	
	7.40	7.77	8.16	8.57	9.00	9.45	
18	15704.00	16494.00	17326.00	18200.00	19115.00	20072.00	""
	604.00	634.40	666.40	700.00	735.20	772.00	
	7.55	7.93	8.33	8.75	9.19	9.65	
19	16058.00	16869.00	17722.00	18616.00	19552.00	20530.00	""
	617.60	648.80	681.60	716.00	752.00	789.60	
	7.72	8.11	8.52	8.95	9.40	9.87	
20	16432.00	17264.00	18138.00	19053.00	20010.00	21008.00	""
	632.00	664.00	697.60	732.80	769.60	808.00	
	7.90	8.30	8.72	9.16	9.62	10.10	
21	16786.00	17618.00	18491.00	19406.00	20384.00	21403.00	""
	645.60	677.60	711.20	746.40	784.00	823.20	
	8.07	8.47	8.89	9.33	9.80	10.29	
22	17181.00	18034.00	18928.00	19885.00	20883.00	21923.00	""
	660.80	693.60	728.00	764.80	803.20	843.20	
	8.26	8.67	9.10	9.56	10.04	10.54	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "B" PAY PLAN

	A	B	C	D	E	F	Continue to Step "G" on
23	17534.00	18408.00	19323.00	20280.00	21299.00	22360.00	Tier A Pay
	674.40	708.00	743.20	780.00	819.20	860.00	Plan for next
	8.43	8.85	9.29	9.75	10.24	10.75	increase
24	17950.00	18845.00	19781.00	20779.00	21819.00	22901.00	""
	690.40	724.80	760.80	799.20	839.20	880.80	
	8.63	9.06	9.51	9.99	10.49	11.01	
25	18346.00	19261.00	20218.00	21237.00	22298.00	23421.00	""
	705.60	740.80	777.60	816.80	857.60	900.80	
	8.82	9.26	9.72	10.21	10.72	11.26	
26	18762.00	19698.00	20675.00	21715.00	22797.00	23941.00	""
	721.60	757.60	795.20	835.20	876.80	920.80	
	9.02	9.47	9.94	10.44	10.96	11.51	
27	19157.00	20114.00	21112.00	22173.00	23275.00	24440.00	""
	736.80	773.60	812.00	852.80	895.20	940.00	
	9.21	9.67	10.15	10.66	11.19	11.75	
28	19614.00	20592.00	21632.00	22714.00	23858.00	25043.00	""
	754.40	792.00	832.00	873.60	917.60	963.20	
	9.43	9.90	10.40	10.92	11.47	12.04	
29	20051.00	21050.00	22110.00	23213.00	24378.00	25605.00	""
	771.20	809.60	850.40	892.80	937.60	984.80	
	9.64	10.12	10.63	11.16	11.72	12.31	
30	20530.00	21549.00	22630.00	23754.00	24939.00	26187.00	""
	789.60	828.80	870.40	913.60	959.20	1007.20	
	9.87	10.36	10.88	11.42	11.99	12.59	
31	20987.00	22027.00	23130.00	24294.00	25501.00	26770.00	""
	807.20	847.20	889.60	934.40	980.80	1029.60	
	10.09	10.59	11.12	11.68	12.26	12.87	
32	21445.00	22526.00	23650.00	24835.00	26083.00	27394.00	""
	824.80	866.40	909.60	955.20	1003.20	1053.60	
	10.31	10.83	11.37	11.94	12.54	13.17	
33	21944.00	23046.00	24190.00	25397.00	26666.00	27997.00	""
	844.00	886.40	930.40	976.80	1025.60	1076.80	
	10.55	11.08	11.63	12.21	12.82	13.46	
34	22443.00	23566.00	24752.00	26000.00	27310.00	28683.00	""
	863.20	906.40	952.00	1000.00	1050.40	1103.20	
	10.79	11.33	11.90	12.50	13.13	13.79	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "B" PAY PLAN

	A	B	C	D	E	F	Continue to Step "G" on
35	22942.00	24086.00	25293.00	26562.00	27893.00	29286.00	Tier A Pay
	882.40	926.40	972.80	1021.60	1072.80	1126.40	Plan for next
	11.03	11.58	12.16	12.77	13.41	14.08	increase
36	23504.00	24690.00	25917.00	27206.00	28558.00	29994.00	""
	904.00	949.60	996.80	1046.40	1098.40	1153.60	
	11.30	11.87	12.46	13.08	13.73	14.42	
37	24024.00	25230.00	26499.00	27830.00	29224.00	30680.00	""
	924.00	970.40	1019.20	1070.40	1124.00	1180.00	
	11.55	12.13	12.74	13.38	14.05	14.75	
38	24586.00	25813.00	27102.00	28454.00	29869.00	31366.00	""
	945.60	992.80	1042.40	1094.40	1148.80	1206.40	
	11.82	12.41	13.03	13.68	14.36	15.08	
39	25147.00	26395.00	27706.00	29099.00	30555.00	32074.00	""
	967.20	1015.20	1065.60	1119.20	1175.20	1233.60	
	12.09	12.69	13.32	13.99	14.69	15.42	
40	25750.00	27040.00	28392.00	29806.00	31304.00	32864.00	""
	990.40	1040.00	1092.00	1146.40	1204.00	1264.00	
	12.38	13.00	13.65	14.33	15.05	15.80	
41	26312.00	27622.00	28995.00	30451.00	31970.00	33571.00	""
	1012.00	1062.40	1115.20	1171.20	1229.60	1291.20	
	12.65	13.28	13.94	14.64	15.37	16.14	
42	26915.00	28267.00	29682.00	31158.00	32718.00	34362.00	""
	1035.20	1087.20	1141.60	1198.40	1258.40	1321.60	
	12.94	13.59	14.27	14.98	15.73	16.52	
43	27539.00	28912.00	30368.00	31886.00	33488.00	35173.00	""
	1059.20	1112.00	1168.00	1226.40	1288.00	1352.80	
	13.24	13.90	14.60	15.33	16.10	16.91	
44	28184.00	29598.00	31075.00	32635.00	34258.00	35963.00	""
	1084.00	1138.40	1195.20	1255.20	1317.60	1383.20	
	13.55	14.23	14.94	15.69	16.47	17.29	
45	28829.00	30264.00	31782.00	33363.00	35027.00	36774.00	""
	1108.80	1164.00	1222.40	1283.20	1347.20	1414.40	
	13.86	14.55	15.28	16.04	16.84	17.68	
46	29536.00	31013.00	32573.00	34195.00	35901.00	37690.00	""
	1136.00	1192.80	1252.80	1315.20	1380.80	1449.60	
	14.20	14.91	15.66	16.44	17.26	18.12	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "B" PAY PLAN

	A	B	C	D	E	F	Continue to Step "G" on
47	30222.00	31741.00	33322.00	34986.00	36733.00	38563.00	Tier A Pay
	1162.40	1220.80	1281.60	1345.60	1412.80	1483.20	Plan for next
	14.53	15.26	16.02	16.82	17.66	18.54	increase
48	30909.00	32448.00	34070.00	35776.00	37565.00	39437.00	""
	1188.80	1248.00	1310.40	1376.00	1444.80	1516.80	
	14.86	15.60	16.38	17.20	18.06	18.96	
49	31616.00	33197.00	34861.00	36608.00	38438.00	40352.00	""
	1216.00	1276.80	1340.80	1408.00	1478.40	1552.00	
	15.20	15.96	16.76	17.60	18.48	19.40	
50	32365.00	33987.00	35693.00	37482.00	39354.00	41330.00	""
	1244.80	1307.20	1372.80	1441.60	1513.60	1589.60	
	15.56	16.34	17.16	18.02	18.92	19.87	
51	33155.00	34819.00	36566.00	38397.00	40310.00	42328.00	""
	1275.20	1339.20	1406.40	1476.80	1550.40	1628.00	
	15.94	16.74	17.58	18.46	19.38	20.35	
52	33904.00	35610.00	37398.00	39270.00	41226.00	43285.00	""
	1304.00	1369.60	1438.40	1510.40	1585.60	1664.80	
	16.30	17.12	17.98	18.88	19.82	20.81	
53	34694.00	36421.00	38251.00	40165.00	42182.00	44283.00	""
	1334.40	1400.80	1471.20	1544.80	1622.40	1703.20	
	16.68	17.51	18.39	19.31	20.28	21.29	
54	35485.00	37253.00	39125.00	41080.00	43139.00	45302.00	""
	1364.80	1432.80	1504.80	1580.00	1659.20	1742.40	
	17.06	17.91	18.81	19.75	20.74	21.78	
55	36358.00	38168.00	40082.00	42078.00	44179.00	46384.00	""
	1398.40	1468.00	1541.60	1618.40	1699.20	1784.00	
	17.48	18.35	19.27	20.23	21.24	22.30	
56	37190.00	39042.00	40997.00	43056.00	45219.00	47486.00	""
	1430.40	1501.60	1576.80	1656.00	1739.20	1826.40	
	17.88	18.77	19.71	20.70	21.74	22.83	
57	38085.00	39998.00	41995.00	44096.00	46301.00	48610.00	""
	1464.80	1538.40	1615.20	1696.00	1780.80	1869.60	
	18.31	19.23	20.19	21.20	22.26	23.37	
58	38979.00	40934.00	42973.00	45115.00	47362.00	49733.00	""
	1499.20	1574.40	1652.80	1735.20	1821.60	1912.80	
	18.74	19.68	20.66	21.69	22.77	23.91	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/94-09/30/95 - TIER "B" PAY PLAN

	A	B	C	D	E	F	Continue to Step "G" on
59	39894.00	41891.00	43992.00	46197.00	48506.00	50939.00	Tier A Pay
	1534.40	1611.20	1692.00	1776.80	1865.60	1959.20	Plan for next
	19.18	20.14	21.15	22.21	23.32	24.49	increase
60	40872.00	42910.00	45053.00	47299.00	49670.00	52146.00	""
	1572.00	1650.40	1732.80	1819.20	1910.40	2005.60	
	19.65	20.63	21.66	22.74	23.88	25.07	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "A" PAY PLAN

SCHEDULE OF PAY GRADES
EFFECTIVE OCTOBER 1, 1995 TO SEPTEMBER 30, 1996

TIER "A" PAY PLAN
GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3	
1	12522.00 481.60 6.02	13146.00 505.60 6.32	13811.00 531.20 6.64	14498.00 557.60 6.97	15226.00 585.60 7.32	15995.00 615.20 7.69	16786.00 645.60 8.07	17618.00 677.60 8.47	18491.00 711.20 8.89	19406.00 746.40 9.33	20384.00 784.00 9.80	21403.00 823.20 10.29	22464.00 864.00 10.80	23587.00 907.20 11.34	24606.00
2	13062.00 502.40 6.28	13707.00 527.20 6.59	14394.00 553.60 6.92	15122.00 581.60 7.27	15870.00 610.40 7.63	16661.00 640.80 8.01	17493.00 672.80 8.41	18366.00 706.40 8.83	19282.00 741.60 9.27	20238.00 778.40 9.73	21258.00 817.60 10.22	22318.00 858.40 10.73	23442.00 901.60 11.27	24606.00 946.40 11.83	25854.00
3	13728.00 528.00 6.60	14414.00 554.40 6.93	15142.00 582.40 7.28	15891.00 611.20 7.64	16682.00 641.60 8.02	17514.00 673.60 8.42	18387.00 707.20 8.84	19302.00 742.40 9.28	20259.00 779.20 9.74	21278.00 818.40 10.23	22339.00 859.20 10.74	23462.00 902.40 11.28	24627.00 947.20 11.84	25854.00 994.40 12.43	27090.00
4	13354.00 513.60 6.42	14019.00 539.20 6.74	14726.00 566.40 7.08	15454.00 594.40 7.43	16224.00 624.00 7.80	17035.00 655.20 8.19	17888.00 688.00 8.60	18782.00 722.40 9.03	19718.00 758.40 9.48	20696.00 796.00 9.95	21736.00 836.00 10.45	22818.00 877.60 10.97	23962.00 921.60 11.52	25168.00 968.00 12.10	26312.00
5	13645.00 524.80 6.56	14331.00 551.20 6.89	15038.00 578.40 7.23	15787.00 607.20 7.59	16578.00 637.60 7.97	17410.00 669.60 8.37	18283.00 703.20 8.79	19198.00 738.40 9.23	20155.00 775.20 9.69	21154.00 813.60 10.17	22214.00 854.40 10.68	23317.00 896.80 11.21	24482.00 941.60 11.77	25709.00 988.80 12.36	26832.00
6	13936.00 536.00 6.70	14643.00 563.20 7.04	15371.00 591.20 7.39	16141.00 620.80 7.76	16952.00 652.00 8.15	17805.00 684.80 8.56	18699.00 719.20 8.99	19635.00 755.20 9.44	20613.00 792.80 9.91	21653.00 832.80 10.41	22734.00 874.40 10.93	23878.00 918.40 11.48	25064.00 964.00 12.05	26312.00 1012.00 12.65	27414.00
7	14186.00 545.60 6.82	14893.00 572.80 7.16	15642.00 601.60 7.52	16432.00 632.00 7.90	17264.00 664.00 8.30	18138.00 697.60 8.72	19053.00 732.80 9.16	20010.00 769.60 9.62	21008.00 808.00 10.10	22069.00 848.80 10.61	23171.00 891.20 11.14	24336.00 936.00 11.70	25563.00 983.20 12.29	26832.00 1032.00 12.90	28140.00
8	14518.00 558.40 6.98	15246.00 586.40 7.33	16016.00 616.00 7.70	16827.00 647.20 8.09	17659.00 679.20 8.49	18533.00 712.80 8.91	19469.00 748.80 9.36	20446.00 786.40 9.83	21466.00 825.60 10.32	22547.00 867.20 10.84	23670.00 910.40 11.38	24856.00 956.00 11.95	26104.00 1004.00 12.55	27414.00 1054.40 13.18	28740.00

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3	
9	14810.00 569.60 7.12	15558.00 598.40 7.48	16328.00 628.00 7.85	17139.00 659.20 8.24	17992.00 692.00 8.65	18886.00 726.40 9.08	19822.00 762.40 9.53	20821.00 800.80 10.01	21861.00 840.80 10.51	22963.00 883.20 11.04	24107.00 927.20 11.59	25314.00 973.60 12.17	26582.00 1022.40 12.78	27914.00 1073.60 13.42	
10	15163.00 583.20 7.29	15912.00 612.00 7.65	16702.00 642.40 8.03	17534.00 674.40 8.43	18408.00 708.00 8.85	19323.00 743.20 9.29	20280.00 780.00 9.75	21299.00 819.20 10.24	22360.00 860.00 10.75	23483.00 903.20 11.29	24648.00 948.00 11.85	25875.00 995.20 12.44	27165.00 1044.80 13.06	28517.00 1096.80 13.71	
11	15475.00 595.20 7.44	16245.00 624.80 7.81	17056.00 656.00 8.20	17909.00 688.80 8.61	18803.00 723.20 9.04	19739.00 759.20 9.49	20717.00 796.80 9.96	21757.00 836.80 10.46	22838.00 878.40 10.98	23982.00 922.40 11.53	25189.00 968.80 12.11	26458.00 1017.60 12.72	27789.00 1068.80 13.36	29182.00 1122.40 14.03	
12	15829.00 608.80 7.61	16619.00 639.20 7.99	17451.00 671.20 8.39	18325.00 704.80 8.81	19240.00 740.00 9.25	20197.00 776.80 9.71	21216.00 816.00 10.20	22277.00 856.80 10.71	23400.00 900.00 11.25	24565.00 944.80 11.81	25792.00 992.00 12.40	27082.00 1041.60 13.02	28434.00 1093.60 13.67	29848.00 1148.00 14.35	
13	16162.00 621.60 7.77	16973.00 652.80 8.16	17826.00 685.60 8.57	18720.00 720.00 9.00	19656.00 756.00 9.45	20634.00 793.60 9.92	21674.00 833.60 10.42	22755.00 875.20 10.94	23899.00 919.20 11.49	25085.00 964.80 12.06	26333.00 1012.80 12.66	27643.00 1063.20 13.29	29016.00 1116.00 13.95	30472.00 1172.00 14.65	
14	16494.00 634.40 7.93	17326.00 666.40 8.33	18200.00 700.00 8.75	19115.00 735.20 9.19	20072.00 772.00 9.65	21070.00 810.40 10.13	22131.00 851.20 10.64	23234.00 893.60 11.17	24398.00 938.40 11.73	25626.00 985.60 12.32	26915.00 1035.20 12.94	28267.00 1087.20 13.59	29682.00 1141.60 14.27	31158.00 1198.40 14.98	
15	16848.00 648.00 8.10	17701.00 680.80 8.51	18595.00 715.20 8.94	19531.00 751.20 9.39	20509.00 788.80 9.86	21528.00 828.00 10.35	22610.00 869.60 10.87	23733.00 912.80 11.41	24918.00 958.40 11.98	26166.00 1006.40 12.58	27477.00 1056.80 13.21	28850.00 1109.60 13.87	30285.00 1164.80 14.56	31803.00 1223.20 15.29	
16	17202.00 661.60 8.27	18054.00 694.40 8.68	18949.00 728.80 9.11	19906.00 765.60 9.57	20904.00 804.00 10.05	21944.00 844.00 10.55	23046.00 886.40 11.08	24190.00 930.40 11.63	25397.00 976.80 12.21	26666.00 1025.60 12.82	27997.00 1076.80 13.46	29390.00 1130.40 14.13	30867.00 1187.20 14.84	32406.00 1246.40 15.58	
17	17618.00 677.60 8.47	18491.00 711.20 8.89	19406.00 746.40 9.33	20384.00 784.00 9.80	21403.00 823.20 10.29	22464.00 864.00 10.80	23587.00 907.20 11.34	24773.00 952.80 11.91	26021.00 1000.80 12.51	27331.00 1051.20 13.14	28704.00 1104.00 13.80	30139.00 1159.20 14.49	31637.00 1216.80 15.21	33218.00 1277.60 15.97	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
18	17971.00 691.20 8.64	18866.00 725.60 9.07	19802.00 761.60 9.52	20800.00 800.00 10.00	21840.00 840.00 10.50	22942.00 882.40 11.03	24086.00 926.40 11.58	25293.00 972.80 12.16	26562.00 1021.60 12.77	27893.00 1072.80 13.41	29286.00 1126.40 14.08	30742.00 1182.40 14.78	32282.00 1241.60 15.52	33904.00 1304.00 16.30
19	18387.00 707.20 8.84	19302.00 742.40 9.28	20259.00 779.20 9.74	21278.00 818.40 10.23	22339.00 859.20 10.74	23462.00 902.40 11.28	24627.00 947.20 11.84	25854.00 994.40 12.43	27144.00 1044.00 13.05	28496.00 1096.00 13.70	29931.00 1151.20 14.39	31429.00 1208.80 15.11	33010.00 1269.60 15.87	34653.00 1332.80 16.66
20	18803.00 723.20 9.04	19739.00 759.20 9.49	20717.00 796.80 9.96	21757.00 836.80 10.46	22838.00 878.40 10.98	23982.00 922.40 11.53	25189.00 968.80 12.11	26458.00 1017.60 12.72	27789.00 1068.80 13.36	29182.00 1122.40 14.03	30638.00 1178.40 14.73	32178.00 1237.60 15.47	33779.00 1299.20 16.24	35464.00 1364.00 17.05
21	19219.00 739.20 9.24	20176.00 776.00 9.70	21195.00 815.20 10.19	22256.00 856.00 10.70	23379.00 899.20 11.24	24544.00 944.00 11.80	25771.00 991.20 12.39	27061.00 1040.80 13.01	28413.00 1092.80 13.66	29827.00 1147.20 14.34	31325.00 1204.80 15.06	32885.00 1264.80 15.81	34528.00 1328.00 16.60	36254.00 1394.40 17.43
22	19677.00 756.80 9.46	20654.00 794.40 9.93	21694.00 834.40 10.43	22776.00 876.00 10.95	23920.00 920.00 11.50	25126.00 966.40 12.08	26374.00 1014.40 12.68	27685.00 1064.80 13.31	29078.00 1118.40 13.98	30534.00 1174.40 14.68	32053.00 1232.80 15.41	33654.00 1294.40 16.18	35339.00 1359.20 16.99	37107.00 1427.20 17.84
23	20072.00 772.00 9.65	21070.00 810.40 10.13	22131.00 851.20 10.64	23234.00 893.60 11.17	24398.00 938.40 11.73	25626.00 985.60 12.32	26915.00 1035.20 12.94	28267.00 1087.20 13.59	29682.00 1141.60 14.27	31158.00 1198.40 14.98	32718.00 1258.40 15.73	34362.00 1321.60 16.52	36088.00 1388.00 17.35	37898.00 1457.60 18.22
24	20550.00 790.40 9.88	21570.00 829.60 10.37	22651.00 871.20 10.89	23774.00 914.40 11.43	24960.00 960.00 12.00	26208.00 1008.00 12.60	27518.00 1058.40 13.23	28891.00 1111.20 13.89	30326.00 1166.40 14.58	31845.00 1224.80 15.31	33446.00 1286.40 16.08	35110.00 1350.40 16.88	36858.00 1417.60 17.72	38709.00 1488.80 18.61
25	20987.00 807.20 10.09	22027.00 847.20 10.59	23130.00 889.60 11.12	24294.00 934.40 11.68	25501.00 980.80 12.26	26770.00 1029.60 12.87	28101.00 1080.80 13.51	29515.00 1135.20 14.19	30992.00 1192.00 14.90	32552.00 1252.00 15.65	34174.00 1314.40 16.43	35880.00 1380.00 17.25	37669.00 1448.80 18.11	39562.00 1521.60 19.02
26	21466.00 825.60 10.32	22547.00 867.20 10.84	23670.00 910.40 11.38	24856.00 956.00 11.95	26104.00 1004.00 12.55	27414.00 1054.40 13.18	28787.00 1107.20 13.84	30222.00 1162.40 14.53	31741.00 1220.80 15.26	33322.00 1281.60 16.02	34986.00 1345.60 16.82	36733.00 1412.80 17.66	38563.00 1483.20 18.54	40498.00 1557.60 19.47

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3	
27	21923.00 843.20 10.54	23026.00 885.60 11.07	24170.00 929.60 11.62	25376.00 976.00 12.20	26645.00 1024.80 12.81	27976.00 1076.00 13.45	29370.00 1129.60 14.12	30846.00 1186.40 14.83	32386.00 1245.60 15.57	34008.00 1308.00 16.35	35714.00 1373.60 17.17	37502.00 1442.40 18.03	39374.00 1514.40 18.93	41350.00 1590.40 19.88	
28	22443.00 863.20 10.79	23566.00 906.40 11.33	24752.00 952.00 11.90	26000.00 1000.00 12.50	27310.00 1050.40 13.13	28683.00 1103.20 13.79	30118.00 1158.40 14.48	31616.00 1216.00 15.20	33197.00 1276.80 15.96	34861.00 1340.80 16.76	36608.00 1408.00 17.60	38438.00 1478.40 18.48	40352.00 1552.00 19.40	42370.00 1629.60 20.37	
29	22942.00 882.40 11.03	24086.00 926.40 11.58	25293.00 972.80 12.16	26562.00 1021.60 12.77	27893.00 1072.80 13.41	29286.00 1126.40 14.08	30742.00 1182.40 14.78	32282.00 1241.60 15.52	33904.00 1304.00 16.30	35610.00 1369.60 17.12	37398.00 1438.40 17.98	39270.00 1510.40 18.88	41226.00 1585.60 19.82	43285.00 1664.80 20.81	
30	23504.00 904.00 11.30	24690.00 949.60 11.87	25917.00 996.80 12.46	27206.00 1046.40 13.08	28558.00 1098.40 13.73	29994.00 1153.60 14.42	31491.00 1211.20 15.14	33072.00 1272.00 15.90	34736.00 1336.00 16.70	36483.00 1403.20 17.54	38314.00 1473.60 18.42	40227.00 1547.20 19.34	42245.00 1624.80 20.31	44366.00 1706.40 21.33	
31	24024.00 924.00 11.55	25230.00 970.40 12.13	26499.00 1019.20 12.74	27830.00 1070.40 13.38	29224.00 1124.00 14.05	30680.00 1180.00 14.75	32219.00 1239.20 15.49	33821.00 1300.80 16.26	35506.00 1365.60 17.07	37274.00 1433.60 17.92	39146.00 1505.60 18.82	41101.00 1580.80 19.76	43160.00 1660.00 20.75	45323.00 1743.20 21.79	
32	24544.00 944.00 11.80	25771.00 991.20 12.39	27061.00 1040.80 13.01	28413.00 1092.80 13.66	29827.00 1147.20 14.34	31325.00 1204.80 15.06	32885.00 1264.80 15.81	34528.00 1328.00 16.60	36254.00 1394.40 17.43	38064.00 1464.00 18.30	39978.00 1537.60 19.22	41974.00 1614.40 20.18	44075.00 1695.20 21.19	46280.00 1780.00 22.25	
33	25106.00 965.60 12.07	26354.00 1013.60 12.67	27664.00 1064.00 13.30	29058.00 1117.60 13.97	30514.00 1173.60 14.67	32032.00 1232.00 15.40	33634.00 1293.60 16.17	35318.00 1358.40 16.98	37086.00 1426.40 17.83	38938.00 1497.60 18.72	40893.00 1572.80 19.66	42931.00 1651.20 20.64	45074.00 1733.60 21.67	47320.00 1820.00 22.75	
34	25688.00 988.00 12.35	26978.00 1037.60 12.97	28330.00 1089.60 13.62	29744.00 1144.00 14.30	31242.00 1201.60 15.02	32802.00 1261.60 15.77	34445.00 1324.80 16.56	36171.00 1391.20 17.39	37981.00 1460.80 18.26	39874.00 1533.60 19.17	41870.00 1610.40 20.13	43971.00 1691.20 21.14	46176.00 1776.00 22.20	48485.00 1864.80 23.31	
35	26270.00 1010.40 12.63	27581.00 1060.80 13.26	28954.00 1113.60 13.92	30410.00 1169.60 14.62	31928.00 1228.00 15.35	33530.00 1289.60 16.12	35214.00 1354.40 16.93	36982.00 1422.40 17.78	38834.00 1493.60 18.67	40768.00 1568.00 19.60	42806.00 1646.40 20.58	44949.00 1728.80 21.61	47195.00 1815.20 22.69	49546.00 1905.60 23.82	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3	
36	26894.00 1034.40 12.93	28246.00 1086.40 13.58	29661.00 1140.80 14.26	31138.00 1197.60 14.97	32698.00 1257.60 15.72	34341.00 1320.80 16.51	36067.00 1387.20 17.34	37877.00 1456.80 18.21	39770.00 1529.60 19.12	41766.00 1606.40 20.08	43846.00 1686.40 21.08	46030.00 1770.40 22.13	48339.00 1859.20 23.24	50752.00 1952.00 24.40	
37	27477.00 1056.80 13.21	28850.00 1109.60 13.87	30285.00 1164.80 14.56	31803.00 1223.20 15.29	33384.00 1284.00 16.05	35048.00 1348.00 16.85	36795.00 1415.20 17.69	38626.00 1485.60 18.57	40560.00 1560.00 19.50	42598.00 1638.40 20.48	44720.00 1720.00 21.50	46966.00 1806.40 22.58	49317.00 1896.80 23.71	51792.00 1992.00 24.90	
38	28122.00 1081.60 13.52	29536.00 1136.00 14.20	31013.00 1192.80 14.91	32573.00 1252.80 15.66	34195.00 1315.20 16.44	35901.00 1380.80 17.26	37690.00 1449.60 18.12	39582.00 1522.40 19.03	41558.00 1598.40 19.98	43638.00 1678.40 20.98	45822.00 1762.40 22.03	48110.00 1850.40 23.13	50523.00 1943.20 24.29	53040.00 2040.00 25.50	
39	28766.00 1106.40 13.83	30202.00 1161.60 14.52	31720.00 1220.00 15.25	33301.00 1280.80 16.01	34965.00 1344.80 16.81	36712.00 1412.00 17.65	38542.00 1482.40 18.53	40477.00 1556.80 19.46	42494.00 1634.40 20.43	44616.00 1716.00 21.45	46842.00 1801.60 22.52	49192.00 1892.00 23.65	51646.00 1986.40 24.83	54226.00 2085.60 26.07	
40	29453.00 1132.80 14.16	30930.00 1189.60 14.87	32469.00 1248.80 15.61	34091.00 1311.20 16.39	35797.00 1376.80 17.21	37586.00 1445.60 18.07	39458.00 1517.60 18.97	41434.00 1593.60 19.92	43514.00 1673.60 20.92	45698.00 1757.60 21.97	47986.00 1845.60 23.07	50378.00 1937.60 24.22	52894.00 2034.40 25.43	55536.00 2136.00 26.70	
41	30098.00 1157.60 14.47	31595.00 1215.20 15.19	33176.00 1276.00 15.95	34840.00 1340.00 16.75	36587.00 1407.20 17.59	38418.00 1477.60 18.47	40331.00 1551.20 19.39	42349.00 1628.80 20.36	44470.00 1710.40 21.38	46696.00 1796.00 22.45	49026.00 1885.60 23.57	51480.00 1980.00 24.75	54059.00 2079.20 25.99	56763.00 2183.20 27.29	
42	30805.00 1184.80 14.81	32344.00 1244.00 15.55	33966.00 1306.40 16.33	35672.00 1372.00 17.15	37461.00 1440.80 18.01	39333.00 1512.80 18.91	41309.00 1588.80 19.86	43368.00 1668.00 20.85	45531.00 1751.20 21.89	47798.00 1838.40 22.98	50190.00 1930.40 24.13	52707.00 2027.20 25.34	55349.00 2128.80 26.61	58115.00 2235.20 27.94	
43	31512.00 1212.00 15.15	33093.00 1272.80 15.91	34757.00 1336.80 16.71	36504.00 1404.00 17.55	38334.00 1474.40 18.43	40248.00 1548.00 19.35	42266.00 1625.60 20.32	44387.00 1707.20 21.34	46613.00 1792.80 22.41	48942.00 1882.40 23.53	51397.00 1976.80 24.71	53976.00 2076.00 25.95	56680.00 2180.00 27.25	59509.00 2288.80 28.61	
44	32261.00 1240.80 15.51	33883.00 1303.20 16.29	35568.00 1368.00 17.10	37357.00 1436.80 17.96	39229.00 1508.80 18.86	41184.00 1584.00 19.80	43243.00 1663.20 20.79	45406.00 1746.40 21.83	47674.00 1833.60 22.92	50066.00 1925.60 24.07	52562.00 2021.60 25.27	55182.00 2122.40 26.53	57949.00 2228.80 27.86	60840.00 2340.00 29.25	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
45	32989.00 1268.80 15.86	34632.00 1332.00 16.65	36358.00 1398.40 17.48	38168.00 1468.00 18.35	40082.00 1541.60 19.27	42078.00 1618.40 20.23	44179.00 1699.20 21.24	46384.00 1784.00 22.30	48714.00 1873.60 23.42	51147.00 1967.20 24.59	53706.00 2065.60 25.82	56389.00 2168.80 27.11	59218.00 2277.60 28.47	62171.00 2391.20 29.89
46	33800.00 1300.00 16.25	35485.00 1364.80 17.06	37253.00 1432.80 17.91	39125.00 1504.80 18.81	41080.00 1580.00 19.75	43139.00 1659.20 20.74	45302.00 1742.40 21.78	47570.00 1829.60 22.87	49941.00 1920.80 24.01	52437.00 2016.80 25.21	55058.00 2117.60 26.47	57803.00 2223.20 27.79	60694.00 2334.40 29.18	63731.00 2451.20 30.64
47	34570.00 1329.60 16.62	36296.00 1396.00 17.45	38106.00 1465.60 18.32	40019.00 1539.20 19.24	42016.00 1616.00 20.20	44117.00 1696.80 21.21	46322.00 1781.60 22.27	48630.00 1870.40 23.38	51064.00 1964.00 24.55	53622.00 2062.40 25.78	56306.00 2165.60 27.07	59114.00 2273.60 28.42	62067.00 2387.20 29.84	65166.00 2506.40 31.33
48	35381.00 1360.80 17.01	37149.00 1428.80 17.86	39000.00 1500.00 18.75	40955.00 1575.20 19.69	42994.00 1653.60 20.67	45136.00 1736.00 21.70	47403.00 1823.20 22.79	49774.00 1914.40 23.93	52270.00 2010.40 25.13	54891.00 2111.20 26.39	57637.00 2216.80 27.71	60528.00 2328.00 29.10	63565.00 2444.80 30.56	66747.00 2567.20 32.09
49	36192.00 1392.00 17.40	38002.00 1461.60 18.27	39894.00 1534.40 19.18	41891.00 1611.20 20.14	43992.00 1692.00 21.15	46197.00 1776.80 22.21	48506.00 1865.60 23.32	50939.00 1959.20 24.49	53477.00 2056.80 25.71	56160.00 2160.00 27.00	58968.00 2268.00 28.35	61922.00 2381.60 29.77	65021.00 2500.80 31.26	68266.00 2625.60 32.82
50	37045.00 1424.80 17.81	38896.00 1496.00 18.70	40851.00 1571.20 19.64	42890.00 1649.60 20.62	45032.00 1732.00 21.65	47278.00 1818.40 22.73	49650.00 1909.60 23.87	52125.00 2004.80 25.06	54725.00 2104.80 26.31	57470.00 2210.40 27.63	60341.00 2320.80 29.01	63357.00 2436.80 30.46	66518.00 2558.40 31.98	69846.00 2686.40 33.58
51	37939.00 1459.20 18.24	39832.00 1532.00 19.15	41829.00 1608.80 20.11	43930.00 1689.60 21.12	46134.00 1774.40 22.18	48443.00 1863.20 23.29	50856.00 1956.00 24.45	53394.00 2053.60 26.24	56056.00 2156.00 26.95	58864.00 2264.00 28.30	61818.00 2377.60 29.72	64917.00 2496.80 31.21	68162.00 2621.60 32.77	71573.00 2752.80 34.41
52	38792.00 1492.00 18.65	40726.00 1566.40 19.58	42765.00 1644.80 20.56	44907.00 1727.20 21.59	47154.00 1813.60 22.67	49504.00 1904.00 23.80	51979.00 1999.20 24.99	54579.00 2099.20 26.24	57304.00 2204.00 27.55	60174.00 2314.40 28.93	63190.00 2430.40 30.38	66352.00 2552.00 31.90	69680.00 2680.00 33.50	73174.00 2814.40 35.18
53	39707.00 1527.20 19.09	41683.00 1603.20 20.04	43763.00 1683.20 21.04	45947.00 1767.20 22.09	48235.00 1855.20 23.19	50648.00 1948.00 24.35	53186.00 2045.60 25.57	55848.00 2148.00 26.85	58635.00 2255.20 28.19	61568.00 2368.00 29.60	64646.00 2486.40 31.08	67870.00 2610.40 32.63	71261.00 2740.80 34.26	74818.00 2877.60 35.97

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
54	40622.00 1562.40 19.53	42661.00 1640.80 20.51	44803.00 1723.20 21.54	47050.00 1809.60 22.62	49400.00 1900.00 23.75	51875.00 1995.20 24.94	54475.00 2095.20 26.19	57200.00 2200.00 27.50	60070.00 2310.40 28.88	63066.00 2425.60 30.32	66227.00 2547.20 31.84	69534.00 2674.40 33.43	73008.00 2808.00 35.10	76669.00 2948.80 36.86
55	41600.00 1600.00 20.00	43680.00 1680.00 21.00	45864.00 1764.00 22.05	48152.00 1852.00 23.15	50565.00 1944.80 24.31	53102.00 2042.40 25.53	55765.00 2144.80 26.81	58552.00 2252.00 28.15	61485.00 2364.80 29.56	64563.00 2483.20 31.04	67787.00 2607.20 32.59	71178.00 2737.60 34.22	74734.00 2874.40 35.93	78478.00 3018.40 37.73
56	42578.00 1637.60 20.47	44699.00 1719.20 21.49	46925.00 1804.80 22.56	49275.00 1895.20 23.69	51730.00 1989.60 24.87	54309.00 2088.80 26.11	57034.00 2193.60 27.42	59883.00 2303.20 28.79	62878.00 2418.40 30.23	66019.00 2539.20 31.74	69326.00 2666.40 33.33	72800.00 2800.00 35.00	76440.00 2940.00 36.75	80267.00 3087.20 38.59
57	43576.00 1676.00 20.95	45760.00 1760.00 22.00	48048.00 1848.00 23.10	50461.00 1940.80 24.26	52978.00 2037.60 25.47	55619.00 2139.20 26.74	58406.00 2246.40 28.08	61318.00 2358.40 29.48	64376.00 2476.00 30.95	67600.00 2600.00 32.50	70990.00 2730.40 34.13	74547.00 2867.20 35.84	78270.00 3010.40 37.63	82181.00 3160.80 39.51
58	44595.00 1715.20 21.44	46821.00 1800.80 22.51	49171.00 1891.20 23.64	51626.00 1985.60 24.82	54205.00 2084.80 26.06	56909.00 2188.80 27.36	59758.00 2298.40 28.73	62754.00 2413.60 30.17	65894.00 2534.40 31.68	69181.00 2660.80 33.26	72634.00 2793.60 34.92	76274.00 2933.60 36.67	80080.00 3080.00 38.50	84094.00 3234.40 40.43
59	45656.00 1756.00 21.95	47944.00 1844.00 23.05	50336.00 1936.00 24.20	52853.00 2032.80 25.41	55494.00 2134.40 26.68	58261.00 2240.80 28.01	61173.00 2352.80 29.41	64230.00 2470.40 30.88	67434.00 2593.60 32.42	70803.00 2723.20 34.04	74339.00 2859.20 35.74	78062.00 3002.40 37.53	81973.00 3152.80 39.41	86070.00 3310.40 41.38
60	46758.00 1798.40 22.48	49088.00 1888.00 23.60	51542.00 1982.40 24.78	54122.00 2081.60 26.02	56826.00 2185.60 27.32	59675.00 2295.20 28.69	62650.00 2409.60 30.12	65790.00 2530.40 31.63	69077.00 2656.80 33.21	72530.00 2789.60 34.87	76149.00 2928.80 36.61	79955.00 3075.20 38.44	83949.00 3228.80 40.36	88150.00 3390.40 42.38

SANITATION EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "A" PAY PLAN

SCHEDULE OF PAY GRADES

EFFECTIVE OCTOBER 1, 1995 TO SEPTEMBER 30, 1996

TIER "A" PAY PLAN

SANITATION EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
14	16806.00 323.20 8.08	17638.00 339.20 8.48	18512.00 356.00 8.90	19448.00 374.00 9.35	20426.00 392.80 9.82	21445.00 412.40 10.31	22526.00 433.20 10.83	23650.00 454.80 11.37	24835.00 477.60 11.94	26083.00 501.60 12.54	27394.00 526.80 13.17	28766.00 553.20 13.83	30202.00 580.80 14.52	31720.00 610.00 15.25
16	17534.00 337.20 8.43	18408.00 354.00 8.85	19323.00 371.60 9.29	20280.00 390.00 9.75	21299.00 409.60 10.24	22360.00 430.00 10.75	23483.00 451.60 11.29	24648.00 474.00 11.85	25875.00 497.60 12.44	27165.00 522.40 13.06	28517.00 548.40 13.71	29952.00 576.00 14.40	31450.00 604.80 15.12	33030.00 635.20 15.88
21	19552.00 376.00 9.40	20530.00 394.80 9.87	21549.00 414.40 10.36	22630.00 435.20 10.88	23754.00 456.80 11.42	24939.00 479.60 11.99	26187.00 503.60 12.59	27498.00 528.80 13.22	28870.00 555.20 13.88	30306.00 582.80 14.57	31824.00 612.00 15.30	33426.00 642.80 16.07	35090.00 674.80 16.87	36837.00 708.40 17.71
22	19989.00 384.40 9.61	20987.00 403.60 10.09	22027.00 423.60 10.59	23130.00 444.80 11.12	24294.00 467.20 11.68	25501.00 490.40 12.26	26770.00 514.80 12.87	28101.00 540.40 13.51	29515.00 567.60 14.19	30992.00 596.00 14.90	32552.00 626.00 15.65	34174.00 657.20 16.43	35880.00 690.00 17.25	37669.00 724.40 18.11
24	20862.00 401.20 10.03	21902.00 421.20 10.53	23005.00 442.40 11.06	24149.00 464.40 11.61	25355.00 487.60 12.19	26624.00 512.00 12.80	27955.00 537.60 13.44	29349.00 564.40 14.11	30826.00 592.80 14.82	32365.00 622.40 15.56	33987.00 653.60 16.34	35693.00 686.40 17.16	37482.00 720.80 18.02	39354.00 756.80 18.92
25	21341.00 410.40 10.26	22402.00 430.80 10.77	23525.00 452.40 11.31	24710.00 475.20 11.88	25938.00 498.80 12.47	27227.00 523.60 13.09	28579.00 549.60 13.74	30014.00 577.20 14.43	31512.00 606.00 15.15	33093.00 636.40 15.91	34757.00 668.40 16.71	36504.00 702.00 17.55	38334.00 737.20 18.43	40248.00 774.00 19.35
26	21861.00 420.40 10.51	22963.00 441.60 11.04	24107.00 463.60 11.59	25314.00 486.80 12.17	26582.00 511.20 12.78	27914.00 536.80 13.42	29307.00 563.60 14.09	30763.00 591.60 14.79	32302.00 621.20 15.53	33925.00 652.40 16.31	35630.00 685.20 17.13	37419.00 719.60 17.99	39291.00 755.60 18.89	41246.00 793.20 19.83
27	22318.00 429.20 10.73	23442.00 450.80 11.27	24606.00 473.20 11.83	25834.00 496.80 12.42	27123.00 521.60 13.04	28475.00 547.60 13.69	29890.00 574.80 14.37	31387.00 603.60 15.09	32947.00 633.60 15.84	34590.00 665.20 16.63	36317.00 698.40 17.46	38126.00 733.20 18.33	40040.00 770.00 19.25	42037.00 808.40 20.21

SANITATION EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "A" PAY PLAN

	A	B	C	D	E	F	G	L-1	L-2	L-1/A-1	L-1/A-2	L-2/A-1	L-2/A-2	L-2/A-3
28	22818.00 438.80 10.97	23962.00 460.80 11.52	25168.00 484.00 12.10	26437.00 508.40 12.71	27768.00 534.00 13.35	29162.00 560.80 14.02	30618.00 588.80 14.72	32157.00 618.40 15.46	33758.00 649.20 16.23	35443.00 681.60 17.04	37211.00 715.60 17.89	39062.00 751.20 18.78	41018.00 788.80 19.72	43077.00 828.40 20.71
29	23338.00 448.80 11.22	24502.00 471.20 11.78	25730.00 494.80 12.37	27019.00 519.60 12.99	28371.00 545.60 13.64	29786.00 572.80 14.32	31283.00 601.60 15.04	32843.00 631.60 15.79	34486.00 663.20 16.58	36213.00 696.40 17.41	38022.00 731.20 18.28	39915.00 767.60 19.19	41912.00 806.00 20.15	44013.00 846.40 21.16
32	25168.00 484.00 12.10	26437.00 508.40 12.71	27768.00 534.00 13.35	29162.00 560.80 14.02	30618.00 588.80 14.72	32157.00 618.40 15.46	33758.00 649.20 16.23	35443.00 681.60 17.04	37211.00 715.60 17.89	39062.00 751.20 18.78	41018.00 788.80 19.72	43077.00 828.40 20.71	45240.00 870.00 21.75	47507.00 913.60 22.84

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "B" PAY PLAN

SCHEDULE OF PAY GRADES							
EFFECTIVE OCTOBER 1, 1995 TO SEPTEMBER 30, 1996							
TIER "B" PAY PLAN							
GENERAL EMPLOYEES HIRED ON OR AFTER 10/1/94							
	A	B	C	D	E	F	Continue to Step "G" on
1	11274.00	11835.00	12418.00	13042.00	13686.00	14373.00	Tier A Pay
	433.60	455.20	477.60	501.60	526.40	552.80	Plan for next
	5.42	5.69	5.97	6.27	6.58	6.91	increase
2	11523.00	12106.00	12709.00	13354.00	14019.00	14726.00	'''
	443.20	465.60	488.80	513.60	539.20	566.40	
	5.54	5.82	6.11	6.42	6.74	7.08	
3	11752.00	12334.00	12958.00	13603.00	14290.00	14997.00	'''
	452.00	474.40	498.40	523.20	549.60	576.80	
	5.65	5.93	6.23	6.54	6.87	7.21	
4	12022.00	12626.00	13250.00	13915.00	14602.00	15330.00	'''
	462.40	485.60	509.60	535.20	561.60	589.60	
	5.78	6.07	6.37	6.69	7.02	7.37	
5	12272.00	12896.00	13541.00	14227.00	14934.00	15683.00	'''
	472.00	496.00	520.80	547.20	574.40	603.20	
	5.90	6.20	6.51	6.84	7.18	7.54	
6	12542.00	13166.00	13832.00	14518.00	15246.00	16016.00	'''
	482.40	506.40	532.00	558.40	586.40	616.00	
	6.03	6.33	6.65	6.98	7.33	7.70	
7	12771.00	13416.00	14082.00	14789.00	15538.00	16307.00	'''
	491.20	516.00	541.60	568.80	597.60	627.20	
	6.14	6.45	6.77	7.11	7.47	7.84	
8	13062.00	13707.00	14394.00	15122.00	15870.00	16661.00	'''
	502.40	527.20	553.60	581.60	610.40	640.80	
	6.28	6.59	6.92	7.27	7.63	8.01	
9	13333.00	13998.00	14706.00	15434.00	16203.00	17014.00	'''
	512.80	538.40	565.60	593.60	623.20	654.40	
	6.41	6.73	7.07	7.42	7.79	8.18	
10	13645.00	14331.00	15038.00	15787.00	16578.00	17410.00	
	524.80	551.20	578.40	607.20	637.60	669.60	
	6.56	6.89	7.23	7.59	7.97	8.37	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "B" PAY PLAN

	A	B	C	D	E	F	Continue to Step "G" on
11	13936.00	14643.00	15371.00	16141.00	16952.00	17805.00	Tier A Pay
	536.00	563.20	591.20	620.80	652.00	684.80	Plan for next
	6.70	7.04	7.39	7.76	8.15	8.56	increase
12	14248.00	14955.00	15704.00	16494.00	17326.00	18200.00	""
	548.00	575.20	604.00	634.40	666.40	700.00	
	6.85	7.19	7.55	7.93	8.33	8.75	
13	14539.00	15267.00	16037.00	16848.00	17701.00	18595.00	""
	559.20	587.20	616.80	648.00	680.80	715.20	
	6.99	7.34	7.71	8.10	8.51	8.94	
14	14851.00	15600.00	16390.00	17202.00	18054.00	18949.00	""
	571.20	600.00	630.40	661.60	694.40	728.80	
	7.14	7.50	7.88	8.27	8.68	9.11	
15	15142.00	15891.00	16682.00	17514.00	18387.00	19302.00	""
	582.40	611.20	641.60	673.60	707.20	742.40	
	7.28	7.64	8.02	8.42	8.84	9.28	
16	15496.00	16266.00	17077.00	17930.00	18824.00	19760.00	""
	596.00	625.60	656.80	689.60	724.00	760.00	
	7.45	7.82	8.21	8.62	9.05	9.50	
17	15850.00	16640.00	17472.00	18346.00	19261.00	20218.00	""
	609.60	640.00	672.00	705.60	740.80	777.60	
	7.62	8.00	8.40	8.82	9.26	9.72	
18	16182.00	16994.00	17846.00	18741.00	19677.00	20654.00	""
	622.40	653.60	686.40	720.80	756.80	794.40	
	7.78	8.17	8.58	9.01	9.46	9.93	
19	16536.00	17368.00	18242.00	19157.00	20114.00	21112.00	""
	636.00	668.00	701.60	736.80	773.60	812.00	
	7.95	8.35	8.77	9.21	9.67	10.15	
20	16931.00	17784.00	18678.00	19614.00	20592.00	21632.00	""
	651.20	684.00	718.40	754.40	792.00	832.00	
	8.14	8.55	8.98	9.43	9.90	10.40	
21	17285.00	18158.00	19074.00	20030.00	21029.00	22090.00	""
	664.80	698.40	733.60	770.40	808.80	849.60	
	8.31	8.73	9.17	9.63	10.11	10.62	
22	17701.00	18595.00	19531.00	20509.00	21528.00	22610.00	""
	680.80	715.20	751.20	788.80	828.00	869.60	
	8.51	8.94	9.39	9.86	10.35	10.87	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "B" PAY PLAN

	A	B	C	D	E	F	Continue to Step "G" on
23	18054.00	18949.00	19906.00	20904.00	21944.00	23046.00	Tier A Pay
	694.40	728.80	765.60	804.00	844.00	886.40	Plan for next
	8.68	9.11	9.57	10.05	10.55	11.08	increase
24	18491.00	19406.00	20384.00	21403.00	22464.00	23587.00	'''
	711.20	746.40	784.00	823.20	864.00	907.20	
	8.89	9.33	9.80	10.29	10.80	11.34	
25	18886.00	19822.00	20821.00	21881.00	22963.00	24107.00	'''
	726.40	762.40	800.80	840.80	883.20	927.20	
	9.08	9.53	10.01	10.51	11.04	11.59	
26	19323.00	20280.00	21299.00	22360.00	23483.00	24648.00	'''
	743.20	780.00	819.20	860.00	903.20	948.00	
	9.29	9.75	10.24	10.75	11.29	11.85	
27	19739.00	20717.00	21757.00	22838.00	23982.00	25189.00	'''
	759.20	796.80	836.80	878.40	922.40	968.80	
	9.49	9.96	10.46	10.98	11.53	12.11	
28	20197.00	21216.00	22277.00	23400.00	24565.00	25792.00	'''
	776.80	816.00	856.80	900.00	944.80	992.00	
	9.71	10.20	10.71	11.25	11.81	12.40	
29	20654.00	21694.00	22776.00	23920.00	25126.00	26374.00	'''
	794.40	834.40	876.00	920.00	966.40	1014.40	
	9.93	10.43	10.95	11.50	12.08	12.68	
30	21154.00	22214.00	23317.00	24482.00	25709.00	26998.00	'''
	813.60	854.40	896.80	941.60	988.80	1038.40	
	10.17	10.68	11.21	11.77	12.36	12.98	
31	21611.00	22693.00	23837.00	25022.00	26270.00	27581.00	'''
	831.20	872.80	916.80	962.40	1010.40	1060.80	
	10.39	10.91	11.46	12.03	12.63	13.26	
32	22090.00	23192.00	24357.00	25584.00	26874.00	28226.00	'''
	849.60	892.00	936.80	984.00	1033.60	1085.60	
	10.62	11.15	11.71	12.30	12.92	13.57	
33	22610.00	23733.00	24918.00	26166.00	27477.00	28850.00	'''
	869.60	912.80	958.40	1006.40	1056.80	1109.60	
	10.87	11.41	11.98	12.58	13.21	13.87	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "B" PAY PLAN

	A	B	C	D	E	F	Continue to Step "G" on
34	23109.00	24274.00	25480.00	26749.00	28080.00	29494.00	Tier A Pay
	888.80	933.60	980.00	1028.80	1080.00	1134.40	Plan for next
	11.11	11.67	12.25	12.86	13.50	14.18	increase
35	23629.00	24814.00	26062.00	27373.00	28746.00	30181.00	""
	908.80	954.40	1002.40	1052.80	1105.60	1160.80	
	11.36	11.93	12.53	13.16	13.82	14.51	
36	24211.00	25418.00	26686.00	28018.00	29411.00	30888.00	""
	931.20	977.60	1026.40	1077.60	1131.20	1188.00	
	11.64	12.22	12.83	13.47	14.14	14.85	
37	24752.00	26000.00	27310.00	28683.00	30118.00	31616.00	""
	952.00	1000.00	1050.40	1103.20	1158.40	1216.00	
	11.90	12.50	13.13	13.79	14.48	15.20	
38	25314.00	26582.00	27914.00	29307.00	30763.00	32302.00	""
	973.60	1022.40	1073.60	1127.20	1183.20	1242.40	
	12.17	12.78	13.42	14.09	14.79	15.53	
39	25896.00	27186.00	28538.00	29973.00	31470.00	33051.00	""
	996.00	1045.60	1097.60	1152.80	1210.40	1271.20	
	12.45	13.07	13.72	14.41	15.13	15.89	
40	26520.00	27851.00	29245.00	30701.00	32240.00	33862.00	""
	1020.00	1071.20	1124.80	1180.80	1240.00	1302.40	
	12.75	13.39	14.06	14.76	15.50	16.28	
41	27102.00	28454.00	29869.00	31366.00	32926.00	34570.00	""
	1042.40	1094.40	1148.80	1206.40	1266.40	1329.60	
	13.03	13.68	14.36	15.08	15.83	16.62	
42	27726.00	29120.00	30576.00	32115.00	33717.00	35402.00	""
	1066.40	1120.00	1176.00	1235.20	1296.80	1361.60	
	13.33	14.00	14.70	15.44	16.21	17.02	
43	28371.00	29786.00	31283.00	32843.00	34486.00	36213.00	""
	1091.20	1145.60	1203.20	1263.20	1326.40	1392.80	
	13.64	14.32	15.04	15.79	16.58	17.41	
44	29037.00	30493.00	32011.00	33613.00	35298.00	37066.00	""
	1116.80	1172.80	1231.20	1292.80	1357.60	1425.60	
	13.96	14.66	15.39	16.16	16.97	17.82	
45	29702.00	31179.00	32739.00	34382.00	36109.00	37918.00	""
	1142.40	1199.20	1259.20	1322.40	1388.80	1458.40	
	14.28	14.99	15.74	16.53	17.36	18.23	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "B" PAY PLAN

	A	B	C	D	E	F	
							Continue to
46	30430.00	31949.00	33550.00	35235.00	37003.00	38854.00	Step "G" on
	1170.40	1228.80	1290.40	1355.20	1423.20	1494.40	Tier A Pay
	14.63	15.36	16.13	16.94	17.79	18.68	Plan for next
							increase
47	31138.00	32698.00	34341.00	36067.00	37877.00	39770.00	
	1197.60	1257.60	1320.80	1387.20	1456.80	1529.60	'''
	14.97	15.72	16.51	17.34	18.21	19.12	
48	31845.00	33446.00	35110.00	36858.00	38709.00	40643.00	
	1224.80	1286.40	1350.40	1417.60	1488.80	1563.20	'''
	15.31	16.08	16.88	17.72	18.61	19.54	
49	32573.00	34195.00	35901.00	37690.00	39582.00	41558.00	
	1252.80	1315.20	1380.80	1449.60	1522.40	1598.40	'''
	15.66	16.44	17.26	18.12	19.03	19.98	
50	33342.00	35006.00	36754.00	38584.00	40518.00	42536.00	
	1282.40	1346.40	1413.60	1484.00	1558.40	1636.00	'''
	16.03	16.83	17.67	18.55	19.48	20.45	
51	34154.00	35859.00	37648.00	39541.00	41517.00	43597.00	
	1313.60	1379.20	1448.00	1520.80	1596.80	1676.80	'''
	16.42	17.24	18.10	19.01	19.96	20.96	
52	34923.00	36670.00	38501.00	40435.00	42453.00	44574.00	
	1343.20	1410.40	1480.80	1555.20	1632.80	1714.40	'''
	16.79	17.63	18.51	19.44	20.41	21.43	
53	35734.00	37523.00	39395.00	41371.00	43430.00	45594.00	
	1374.40	1443.20	1515.20	1591.20	1670.40	1753.60	'''
	17.18	18.04	18.94	19.89	20.88	21.92	
54	36546.00	38376.00	40290.00	42307.00	44429.00	46654.00	
	1405.60	1476.00	1549.60	1627.20	1708.80	1794.40	'''
	17.57	18.45	19.37	20.34	21.36	22.43	
55	37440.00	39312.00	41288.00	43347.00	45510.00	47778.00	
	1440.00	1512.00	1588.00	1667.20	1750.40	1837.60	'''
	18.00	18.90	19.85	20.84	21.88	22.97	
56	38314.00	40227.00	42245.00	44366.00	46592.00	48922.00	
	1473.60	1547.20	1624.80	1706.40	1792.00	1881.60	'''
	18.42	19.34	20.31	21.33	22.40	23.52	
57	39229.00	41184.00	43243.00	45406.00	47674.00	50066.00	
	1508.80	1584.00	1663.20	1746.40	1833.60	1925.60	'''
	18.86	19.80	20.79	21.83	22.92	24.07	

GENERAL EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "B" PAY PLAN

	A	B	C	D	E	F	
							Continue to
58	40144.00	42162.00	44262.00	46467.00	48797.00	51230.00	Step "G" on
	1544.00	1621.60	1702.40	1787.20	1876.80	1970.40	Tier A Pay
	19.30	20.27	21.28	22.34	23.46	24.63	Plan for next
							increase
59	41101.00	43160.00	45323.00	47590.00	49962.00	52458.00	
	1580.80	1660.00	1743.20	1830.40	1921.60	2017.60	
	19.76	20.75	21.79	22.88	24.02	25.22	
60	42099.00	44200.00	46405.00	48734.00	51168.00	53726.00	
	1619.20	1700.00	1784.80	1874.40	1968.00	2066.40	
	20.24	21.25	22.31	23.43	24.60	25.83	

SANITATION EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "B" PAY PLAN

SCHEDULE OF PAY GRADES							
EFFECTIVE OCTOBER 1, 1995 TO SEPTEMBER 30, 1996							
TIER "B" PAY PLAN							
SANITATION EMPLOYEES HIRED ON OR AFTER 10/1/94							
	A	B	C	D	E	F	Continue to Step "G" on Tier A Pay
14	15122.00	15870.00	16661.00	17493.00	18366.00	19282.00	Plan for next increase
	290.80	305.20	320.40	336.40	353.20	370.80	
	7.27	7.63	8.01	8.41	8.83	9.27	
16	15766.00	16557.00	17389.00	18262.00	19178.00	20134.00	'''
	303.20	318.40	334.40	351.20	368.80	387.20	
	7.58	7.96	8.36	8.78	9.22	9.68	
21	17618.00	18491.00	19406.00	20384.00	21403.00	22464.00	'''
	338.80	355.60	373.20	392.00	411.60	432.00	
	8.47	8.89	9.33	9.80	10.29	10.80	
22	17992.00	18886.00	19822.00	20821.00	21861.00	22963.00	'''
	346.00	363.20	381.20	400.40	420.40	441.60	
	8.65	9.08	9.53	10.01	10.51	11.04	
24	18782.00	19718.00	20696.00	21736.00	22818.00	23962.00	'''
	361.20	379.20	398.00	418.00	438.80	460.80	
	9.03	9.48	9.95	10.45	10.97	11.52	
25	19198.00	20155.00	21154.00	22214.00	23317.00	24482.00	'''
	369.20	387.60	406.80	427.20	448.40	470.80	
	9.23	9.69	10.17	10.68	11.21	11.77	
26	19677.00	20654.00	21694.00	22776.00	23920.00	25126.00	'''
	378.40	397.20	417.20	438.00	460.00	483.20	
	9.46	9.93	10.43	10.95	11.50	12.08	
27	20093.00	21091.00	22152.00	23254.00	24419.00	25646.00	'''
	386.40	405.60	426.00	447.20	469.60	493.20	
	9.66	10.14	10.65	11.18	11.74	12.33	
28	20550.00	21570.00	22651.00	23774.00	24960.00	26208.00	'''
	395.20	414.80	435.60	457.20	480.00	504.00	
	9.88	10.37	10.89	11.43	12.00	12.60	
29	20987.00	22027.00	23130.00	24294.00	25501.00	26770.00	'''
	403.60	423.60	444.80	467.20	490.40	514.80	
	10.09	10.59	11.12	11.68	12.26	12.87	

SANITATION EMPLOYEE SCHEDULE OF PAY GRADES 10/1/95-09/30/96 - TIER "B" PAY PLAN

	A	B	C	D	E	F	Continue to
							Step "G" on
32	22672.00	23816.00	25002.00	26250.00	27560.00	28933.00	Tier A Pay
	436.00	458.00	480.80	504.80	530.00	556.40	Plan for next
	10.90	11.45	12.02	12.62	13.25	13.91	increase

ARTICLE X. PENSIONS AND RETIREMENT

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Sec. 10.01. Pensions and retirement.

- (1) *Establishment and Purpose.*
 - (a) An employees' retirement fund is hereby created, which shall be known as the employees' retirement fund of the City of Hollywood; and the prior creation of such fund by ordinance is hereby approved, ratified and confirmed.
 - (b) It is the legislative intent and purpose of this article to provide certain retirement, disability, death and withdrawal benefits to officers and employees of the city in the amounts and under the terms and conditions herein set forth.
 - (c) The purpose of the fund is to provide an orderly means whereby employees of the city who become superannuated or otherwise incapacitated as the result of age or disability may be retired from active service without prejudice and without inflicting a hardship upon the employees retired, and to enable such employees to accumulate reserves for themselves and their beneficiaries to provide for old age, disability, death, and termination of employment, thus effecting economy and efficiency in the administration of city government.
- (2) *Definitions.* As used in this article, unless a different meaning is clearly indicated by the context:
 - (a) *Fund* means employees' retirement fund of the City of Hollywood.
 - (b) *City* means the City of Hollywood.
 - (c) *City commission* means the city commission of the city.
 - (d) *Board* means the board of trustees provided for herein to administer the fund.
 - (e) *Employee* means any person now or hereinafter directly employed by the city whose services are compensated in whole or in part by the city and who is employed on a permanent basis, except a policeman or fireman.
 - (f) *Member* means any employee included in the membership of the fund.
 - (g) *Salary* means the amount of compensation earned by member.
 - (h) *Average salary* means monthly average salary for the highest three (3) consecutive years of employment.
 - (i) *Regular interest* means interest at the rate fixed by the board from time to time based upon the long-term rate of income earnable on investments but not less than four percent (4%) per annum.

(3) *Membership.* The following described employees shall be compulsorily included as members of the fund:

- (a) Any employee or official who is employed by the city on a permanent basis on or after September 30, 1958, shall become a member after six (6) months of service for the city, provided such employee is under the age of fifty-five (55) years at the date of completion of six (6) months of service.
- (b) Any employee or official in the service of the city on September 30, 1958, who is employed on a permanent basis and who has had at least six (6) months of service for the city.

(4) *Exclusions From Membership.* The following employees of an employer shall not be members of the fund:

- (a) Any person whose services are compensated on a contractual basis, seasonal and part-time employees, and elective officials.
- (b) Members of the city commission.

(5) *Credited Service.* Each member shall receive credit for service rendered as an employee as follows:

- (a) Any employee in the service of the city on September 30, 1958, or on sick leave or on an approved leave of absence on such date, provided such leave shall not have extended for more than six (6) months after such date, shall be entitled to credit for service rendered as an employee of the city prior to October 1, 1958, for the purpose of the fund.
- (b) Each person becoming a member of the fund after September 30, 1958, shall be entitled to credit as membership service for all service rendered the city on or after October 1, 1958, for which he shall have received salary.
- (c) In computing prior service credit or membership service credit, twelve (12) months of service shall constitute a year of service and fifteen (15) days or more of service during any month shall constitute a month of service.
- (d) Service credit shall accrue in any case during all service rendered, both before and after age sixty-five (65) years, until the actual retirement of the employee.
- (e) In computing retirement benefits, fractional service of over six (6) months in the last year of service shall be considered a full year. When such an allowance is made, the employee shall pay into the fund the moneys that normally would have accrued to the fund had the employee worked the necessary time to complete the year.
- (f) Prior service credit and membership service credit shall be allowed for such time as a member was in the service of the armed forces of the United States during war, provided such member was an employee of the city at the time of entry into military service by enlistment or induction and reentered the service of the city following his honorable discharge within a period of one hundred twenty (120) days from the date of termination of military service. Military service credit shall not exceed, in the aggregate, a period of five (5) years.

(6) *Optional Retirement.*

- (a) Any member may retire at his option upon or after attainment of the age of fifty-five (55) years provided such member has rendered at least twenty-five (25) years of credited service.
- (b) The service retirement annuity payable upon retirement prior to age sixty-two (62) years shall be the actuarial equivalent at the member's age of retirement of the value of the annuity at age sixty-two (62) according to the actuarial tables prescribed by the board.

(7) *Vesting.*

Any member, irrespective of age, who withdraws from service after having completed at least ten (10) years of service shall have the right to receive a service retirement allowance beginning upon attainment of the age of sixty-two (62) years of the amount earned and accrued at the date of withdrawal from service, provided the member has received a withdrawal benefit.

(8) *Conditions for Retirement.*

- (a) Any member in service for twenty-five (25) years regardless of age or who has attained age fifty-five (55) with at least ten (10) years of credited service shall be permitted to retire at two and one-half percent (2½%) of average salary for the highest three (3) consecutive years of credited service, multiplied by the number of years of credited service. For purposes of determining an employee's pension benefit, credited service shall not include any years in which an employee was a participant in the DROP plan.
- (b) Any member whose employment is terminated under the conditions of this section and who has less than ten (10) years of total service shall receive in lieu of a service retirement annuity, hereinafter described, a refund of his total contributions to the fund, without interest.
- (c) A deferred retirement option plan ("DROP plan") is hereby created.
- (i) An employee covered by the Charter plan may enter into the DROP plan on the earlier of the first day of any month following the employee's fifty-fifth birthday and tenth-year anniversary of credited service, or the first day of any month following the completion of a total of twenty-five (25) years of credited service.
- (ii) An employee electing to participate in the DROP plan must complete and execute the proper forms supplied by the personnel department. The election to participate in the DROP plan must be exercised prior to the attainment of thirty (30) years of credited service, or the right of election to participate in the DROP plan shall be forfeited.
- (iii) The duration and participation in the DROP plan shall be specified and shall not exceed a number of years which, when added to the number of years of all credited service which the member has in the retirement system, exceeds a total of thirty-two (32) years. In any event, the total participation in the DROP plan shall not exceed five (5) years and participation will end if the employee is terminated for just cause, dies or retires.
- (iv) A member may participate in the DROP plan only once and after commencement[;] the employee shall not again have the right to be a contributing member of the retirement system.
- (v) Upon the effective date of employee commencement of participation in the DROP plan, neither the employee nor the employer contribution will continue to be paid.
- (vi) For the purposes of this section, compensation and credited service shall remain as they existed on the effective date of commencement of participation in the DROP plan. The monthly retirement benefits ("DROP payments") that would have been payable, had the member elected to cease employment and receive a service retirement allowance, shall be paid into a deferred retirement option account.
- (vii) DROP payments shall earn interest at a rate set by the board of trustees and upon termination shall, at the employee's option, be made as a lump sum payment; as an annuity based on the retirement option selected by the employee; or any other method of payment approved by the board of trustees.
- (viii) If a participant dies during the period of participation in the DROP plan, a lump sum equal to DROP payments plus interest shall be paid to the named beneficiary or, if no beneficiary is named, to the estate of the employee in addition to any other normal survivorship benefits which would be paid.

- (ix) If the participant terminates employment at the end of the specified period of participation, the employee shall receive a sum equal to DROP payments plus interest, together with the regular monthly service retirement payments.
- (x) If an employee becomes disabled during the period of DROP participation and employment is terminated because of disability, the employee shall receive payment as set forth in this section, together with any appropriate disability retirement benefit based on the salary in effect on the date the DROP participation began.
- (xi) The commission[,] by ordinance[,] shall implement the provision of the DROP plan.

(9) *Service Retirement Annuity.*

- (a) Upon retirement on and after February 1, 1974, a member shall be entitled to receive a service retirement annuity equal to two and one-half percent (2½%) of his average salary for the highest three (3) consecutive years of service, multiplied by the number of years of credited service up to a maximum of thirty (30) years of credited service at a maximum pension rate of seventy-five percent (75%). Proportionate credit shall be granted for any fractional part of a year of service.
- (b) The service retirement annuity to be paid by the system shall be a life annuity, provided that the member shall have an option, at the date of retirement, to receive his annuity under any of the following forms:
 - 1. Five (5) years certain and life thereafter.
 - 2. Ten (10) years certain and life thereafter.
 - 3. Twenty (20) years certain and life thereafter.
 - 4. Joint and last survivor, whereby the member and a designated beneficiary would receive the same amount of reduced annuity.
 - 5. Joint and last survivor, whereby the designated beneficiary would receive half of the member's reduced annuity.
- (c) All of these optional forms shall be actuarially equated to the life annuity to which the member is entitled at date of retirement.

(10) *Adjustment of Annuities.*

- (a) Effective January 1, 1970, a member who retired prior to January 1, 1968, shall have his annuity adjusted so as to result in a minimum payment of one hundred dollars (\$100.00) per month, unless he has elected to receive his annuity under any of the options enumerated hereinabove, in which case a proportionate adjustment shall be made in accordance with the actuarial tables provided by the actuary.
- (b) Effective January 1, 1970, a member retiring after January 1, 1968, shall have his annuity adjusted to the greater of either two and one-half percent (2½%) of his highest average monthly salary for any three (3) consecutive years within his last ten (10) years of service, multiplied by the number of years of service, or one hundred dollars (\$100.00) per month. If, however, the member has elected to receive his annuity under the options enumerated hereinabove, the adjustment shall be made in accordance with the actuarial tables provided by the actuary.
- (c) There shall be payable to a retiree whose retirement date occurs after October 1, 1989, commencing three (3) years after retirement benefits begin, a two percent (2%) cost of living adjustment (COLA) in retirement benefits annually. A two-percent (2%) COLA shall not apply to the accumulation of benefits in a DROP plan account.

(11) Disability Retirement.

- (a) Upon total and permanent disability of a member by reason of injuries sustained while in the performance of an act of duty as an active employee of the city, resulting in the inability of the member to perform the specific duties of his position in the service of the city, such member shall be entitled to a disability retirement annuity equal to seventy-five percent (75%) of his salary from the first day of disability.
- (b) Upon total and permanent disability of a member having at least seven (7) years of credited service, from causes other than the performance of an act of duty as an employee of the city, resulting in the inability of the member to perform the specific duties of his position in the service of the city, such member shall be entitled to a disability retirement annuity equal in rate to that provided for service retirement, but not less than twenty five percent (25%) of average salary. The disability annuities as herein provided shall continue until the member is able to return to work, or dies.
- (c) The board shall prescribe rules and regulations governing the payment of the disability benefits herein provided, prescribing the requirements for periodic investigations and medical examinations in the interest of an effective and efficient administration of these benefits.

(12) Death Benefits.

- (a) When an employed member of the employees' retirement fund of the City of Hollywood who has completed ten (10) years of credited service dies before retirement leaving a surviving spouse who is also the member's designated beneficiary under the retirement fund, such surviving spouse shall have the option of receiving the member's contribution to the fund, or benefit payments until his or her own death or remarriage equal to the benefit payments the deceased member would have received had he retired on the day of his death having selected to receive his annuity under form number 5, subsection 10.01(9)(b) of this Charter; provided, if the surviving spouse is not the deceased member's designated beneficiary, such surviving spouse shall receive nothing, and the designated beneficiary shall receive the member's contributions to the fund.
- (b) Upon death of a member, occurring while on retirement, or upon death of the last survivor of the retired member and his beneficiary if such member had elected a reduced service retirement annuity under a prescribed option, a payment shall be made to a beneficiary designated by the member, or to his estate, of the excess, if any, of the contributions made by the member over the total amount paid by the fund to the retired member and/or a beneficiary.

(13) Withdrawal Benefit.

- (a) Any member who severs his employment with the city by resignation or dismissal shall be entitled to a refund of his total contributions without interest.
- (b) Any member receiving a refund of contributions shall thereby waive, forfeit and relinquish all accrued rights in the fund including all accumulated credited service, provided that if a member who has withdrawn his contributions shall reenter the service of the city and render at least three (3) years of service following his reentry, he shall have the right to make a repayment of the refund or refunds including interest at four percent (4%) per annum for the period of his absence from service of the city, and thereby have restored to him all credited service previously forfeited by the acceptance of a refund.

(14) Financing.

- (a) The fund shall be financed in accordance with actuarial requirements by the following revenues:
 - 1. Contributions by members of six percent (6%) of salary plus an additional rate not to exceed one percent (1%) of salary, as may be determined by resolution of the city commission from time to time, to be made as a deduction from salary at regular payroll periods;

2. Contributions by the city for membership service in an amount which, when added to the members' contributions, will be sufficient to provide actuarial reserves for the annuities and benefits earned during such service and expense of administration, which contributions shall be made concurrently with contributions by the members according to rates established by the board upon recommendation of the actuary;
 3. Contributions by the city for annuities and benefits in an amount which, together with the other available funds, is sufficient to amortize the unfunded accrued liabilities for prior service credit over a forty-year period;
 4. Amounts contributed by the city for death benefits;
 5. Interest earned on investments; and
 6. Miscellaneous income accruing to the fund.
- (b) The board shall certify annually to the city commission on or before April 1 of each year the amount necessary to meet the employer's prospective liabilities to the fund for the following fiscal year.
- (15) *Depository Account.* The moneys constituting the fund derived from the aforesaid revenues shall be deposited by the treasurer in an account entitled "employees' retirement fund of the City of Hollywood" and shall be subject to the laws and regulations that apply to other city funds.
- (16) *Investments.* The reserves of the fund in excess of the requirements for current payments shall be invested in:
1. Bonds and notes of the United States government, including obligations of instrumentalities of the United States government of which both the principal and interest are guaranteed unconditionally by the United States government.
 2. Bonds and notes of the State of Florida.
 3. Bonds or evidences of indebtedness which are general obligations of any political subdivision or municipal corporation of the State of Florida.
 4. Bonds or notes which are general obligations of any other state in the United States, or of any political subdivision thereof, provided such political subdivision had a population, as shown by the last official decennial census preceding such investment, of not less than thirty thousand (30,000) inhabitants, and provided that such state or political subdivision thereof has not defaulted for a period longer than thirty (30) days in the payment of interest or principal on any of such general obligations during the period of ten (10) years next preceding such investment.
 5. Bonds, debentures, notes or other obligations issued, guaranteed or assumed as to both principal and interest by the government of the Dominion of Canada or by any province of Canada or by any city of Canada which has a population, as determined by the latest official decennial census, of not less than one hundred fifty thousand (150,000) inhabitants, provided the interest and principal on such obligations are payable in United States funds.
 6. Bonds or other obligations which are payable from revenues or earnings specifically pledged therefore [therefor] of a public utility in Florida, municipally owned, either directly or indirectly through any civil division, authority or public instrumentality of the municipality, provided:
 - a. The municipality operating such utility has at least twenty-five hundred (2,500) inhabitants as shown by the last official decennial census preceding such investment;
 - b. The utility has been in operation in its present form for a period of at least seven (7) years prior to the date of investment;

- (i) *Benefits payable by the previous plan.* The member's accumulated contributions if any, shall remain funds of the previous plan. The member's retirement benefit payable from the previous plan shall be calculated by using benefit percentage rates and his credited service as of the date of transfer, and the greater of his salary as of the date of his termination of employment or as the date of transfer. This benefit shall be payable commencing on the member's normal retirement date pursuant to the Charter plan. The transferred employee shall not be eligible for any other benefits from the previous plan.
 - (ii) *Benefits payable by the charter plan.* For purposes of determining eligibility for retirement benefits under the Charter plan, the employee's credited service prior to and after the date of transfer shall be included. For purposes of determining the amount of benefits payable under the Charter plan, excluding death and disability benefits, only service following the date of transfer shall be included. For purposes of determining the amount of any death or disability benefits payable under the Charter plan, credited service both prior to and after the date of transfer shall be included.
- (c) In the event that a city employee who is a member of the Charter plan is no longer considered an employee pursuant to article X of the city Charter, the rules regarding his transfer to another retirement plan sponsored by the city shall be as set forth above, provided such other plan has appropriate language to accept transfers on the same basis.
- (d) If, prior to the date when this language regarding transferred employees becomes effective, an employee had transferred from one (1) retirement plan sponsored by the City to another and had thereby lost credit under the previous plan for his service prior to the date of transfer, his credited service under the previous plan shall be restored under the following conditions:
- (i) The person must be an employee of the City on the date this language becomes effective.
 - (ii) Upon notification, the employee must repay to the previous plan that amount of his contributions that he received from the previous plan due to his transfer to another plan within the City. The employee will have sixty (60) days to exercise this option. He will be given one (1) year to repurchase every two (2) years of prior service.
 - (iii) All previous contributions must be repaid prior to the employee's retirement to be eligible for any benefit under the previous plan.
 - (iv) Upon satisfaction of these conditions, the employee will be credited with service in each plan as indicated in section 10.05(b).

(Ord. 0-90-21, passed 9-5-90)

Sec. 10.06. Tax qualification

In the event the city receives approval from the Internal Revenue Service for tax qualification of the Charter Plan under the provisions of section 414(h)(2) of the Internal Revenue Code, such approval shall be implemented as soon thereafter as practicable.

- (j) Proper and adequate records and accounts shall be established and maintained which will give full effect to the requirements of this article.
 - (k) An annual audit of books, accounts and records of the fund shall be made by a certified public accountant selected by the city commission.
 - (l) An annual report shall be prepared by the finance director and be certified by a certified public accountant as of the close of each fiscal year for submission to the city commission, showing the assets and liabilities of the fund at the end of such year and the income and expenditures for the year, including detailed schedules on purchases and sales of investments, a statement of securities owned by the fund and other data pertinent to the operation of the fund. A synopsis of such report may be prepared for distribution among the members of the fund.
- (19) *Accounting.* The assets of the fund shall be held for the express purpose set forth in this article subject to the conditions prescribed herein. An adequate system of accounts and records shall be established and maintained to give effect to the requirements herein. All assets of the fund shall be credited to designated reserve accounts according to the purposes for which they are held, as follows:
- (a) *Members' contribution reserve.* The amounts contributed by members shall be credited to this reserve. An individual account shall be maintained for each member to which such contributions shall be credited. Upon retirement or death involving the payment of an annuity or benefit, the total contribution credits shall be transferred from this reserve to the retirement reserve. Payment of member contribution credits upon separation from service or death occurring while in service shall be charged to this reserve.
 - (b) *City contribution reserve.*
 - 1. All amounts contributed by the city in accordance with the provisions hereof and all income from investments and gains from investment operations shall be credited to this reserve. Losses on investments and the expense of administration of the division of pensions shall be charged hereto.
 - 2. Upon the granting of an annuity, an amount representing the excess of the actuarial value of the annuity over the total contributions of the member shall be transferred from this reserve to the retirement reserve. Any payments by the fund above the members' contribution credits shall be charged to this reserve.
 - 3. When it is determined by actuarial valuation that the balance in the retirement reserve is insufficient to meet the liability for the annuities chargeable thereto, an amount equal to such deficiency shall be transferred from this reserve to the retirement reserve.
 - (c) *Retirement reserve.* Upon the granting of an annuity for service, disability or death, the total contributions of the member in his individual account and an amount representing the actuarial value of the annuity over such contributions shall be transferred to this reserve from the members' contributions and city contribution reserves respectively. All payments on account of any annuity shall be charged to this reserve.
 - (d) *Actuarial studies.* An actuarial survey of the fund shall be made at least once every three (3) years by an actuary engaged by the board as a check of the mortality, turnover, disability, interest and other actuarial factors assumed in the calculation of costs and liabilities, and to vary the city's contribution rate. Any proposal for changes in the benefit schedule shall be subject to evaluation by the actuary and his report and recommendations.
- (20) *Exemptions.* The right of a member to a service retirement annuity, disability retirement annuity, payment upon death, withdrawal benefit or any other right, accrued or accruing to any member or beneficiary under the provisions of this article, shall be unassignable and not be subject to sale, execution, garnishment or attachment, or any other legal process whatsoever.

- (21) *Insurance.* The commission shall have the power to provide for life or disability insurance for all city employees, agents and officers in a group insurance plan approved by the commission, and to pay all or part of the premiums thereon as the commission may by resolution determine. (Ord. O-84-14, passed 2-3-84; Am. Ord. O-90-20, passed 9-5-90)

Sec. 10.02. Ordinances implemented and ratified.

This article shall be deemed implemented by ordinances of the City of Hollywood not inconsistent with the provisions hereof, which ordinances in force on the effective date hereof are hereby ratified and confirmed. (Ord. O-84-14, passed 2-3-84)

Sec. 10.03. Transfer of a member to another level of government; continuation in pension plan.

When a city employee who is in the employees' retirement fund leaves the services of the city due to the transfer of that employees' function to another level of government, and the city employee goes immediately into the service of the other level of government, and the other level of government and the city have a contractual arrangement whereby such employee may remain in the employees'

retirement fund of the city, then such other employee will be allowed to remain [in] the employees' retirement fund, with the city's contribution to said fund paid by the other level of government unless otherwise so provided. (Ord. O-84-14, passed 2-3-84)

Sec. 10.04. Assets of prior funds.

(1) The assets of the Hollywood City Employee's Supplemental Retirement System (the "supplemental plan") shall be merged into the assets of the Charter plan, and provisions will be made by ordinance for the termination of the supplemental plan, subject to preservation of the rights of those employees who are currently in the one-percent (1%) noncontributory portion of the supplemental plan ("1% supplemental plan") making an irrevocable election to remain in the one-percent (1%) supplemental plan within ninety (90) days of written notification to the employee by the retirement board of trustees.

(2) The city commission shall[,] by ordinance[,] amend the provisions of the supplemental plan to implement the provisions of section 10.04. Those employees currently in the one-percent (1%) supplemental plan who enter the Charter plan shall receive a benefit of one percent (1%) per year for each year of credited service up to the date of the city's acknowledged receipt of a member's irrevocable election pursuant to this section. In the event that a member of the supplemental plan desires to increase his benefit rate for service prior to the date of merger, he shall do so at a rate and under such terms as designated by the retirement board of trustees for the Charter plan. Those employees currently in the seven-percent (7%) contributory portion of the supplemental plan who enter the Charter plan shall receive a benefit of two and one-half percent (2½%) per year for all years of credited service. For purposes of determining whether the transferred employee is eligible for any benefits under the Charter plan, his credited service, both prior to and after the date of merger, shall be included. (Ord. O-90-20, passed 9-5-90)

Sec. 10.05. Coordination of pension benefits.

In the event that a city employee changes his job status with the city such that he is considered an employee pursuant to article X of the city Charter, he may become a member of the Charter plan subject to the following rules:

- (a) "Date of transfer" shall be the date when the change in job status occurs such that he is considered an employee pursuant to article X of the city Charter.
- (b) A member's total retirement benefits shall consist of a combination of the following:

- c. Any bonds or obligations of such utility have not been in default within a period of five (5) years in the payment of interest or principal of any of its indebtedness;
 - d. The rates for service shall be fixed according to engineering estimates so as to produce sufficient revenue or earnings to pay all operating and maintenance charges and both principal and interest on such bonds or obligations. The investment in any one (1) issue of such bonds shall not exceed twenty-five percent (25%) of such issue. The total investment in this type of security shall not exceed ten percent (10%) of the total amount of investments owned by the fund.
7. Bonds or other evidences of indebtedness including equipment, trust certificates of any railroad corporation, or of any public utility corporation, or of any industrial corporation, provided interest has been paid by the corporation on its indebtedness for at least five (5) years last past. Not more than ten percent (10%) of total investments shall consist of any one (1) issue of these bonds. Any such bonds or other evidences of indebtedness shall be of corporations of one of the states of the United States of America and shall be rated "A" or better by any two (2) out of three (3) recognized security rating concerns.
8. Stocks, preferred or common, issued or guaranteed by a corporation created or existing under the laws of the United States or any state, district or territory thereof, provided that not more than twenty-five percent (25%) of the total assets of the fund shall be invested in these securities; and provided further that such securities shall be listed at the date of the purchase on a major stock exchange.
9. Time deposits or time certificates in any bank organized under the laws of the United States and of the state and in share accounts of federal savings and loan associations chartered under the laws of the United States and doing business in the state, and share in any Florida building and loan association which is a member of the federal home loan bank system, provided that such investments are fully insured; and provided further that not more than twenty-five percent (25%) of the total assets of the fund shall be invested in such institutions.
10. Federally-insured mortgages under titles 203 and 207 of the National Housing Act limited to twenty percent (20%) of the book value of total investments.
- (b) All bonds purchased by the board shall be registered, to the extent possible, in the name of the board, at least as to principal; and no bonds shall be purchased or sold or in any manner hypothecated except by the action of the board duly entered in the record of its proceedings.

(17) Management.

- (a) The fund shall constitute a trust to operate for the exclusive benefit of the participating employees by a board of trustees of five (5) members. The board shall consist of two (2) persons designated as citizen members who shall be residents of the city, who shall be appointed by the city commission, and who shall not be identified with the city government; the city manager ex officio; and two (2) members representing the employees, who shall be employees of the city having at least eight (8) years of credited service.
- (b) The terms of office of the two (2) citizen members shall be three (3) years, except that the terms of the original appointees shall be as follows: one (1) appointee for one (1) year and one (1) appointee for two (2) years. The terms of office of the employee trustees shall be three (3) years except that the terms of office of the original members shall be as follows: One (1) member for one (1) year and one (1) member for two (2) years.
- (c) In case of a vacancy occurring in the appointive membership, the city commission shall appoint a successor for the unexpired term of the office so vacated.
- (d) Trustees shall serve without compensation but shall be reimbursed for any expenses incurred in connection with service as members of the board.

- (e) The board shall elect annually from among its members a chairman.
- (f) Meetings of the board shall be open to the public.
- (g) The board shall formulate policy and shall be responsible for the proper operation and administration of the affairs of the fund.
- (h)
 1. The board of trustees shall nominate annually, for the approval of the city commission, a committee on investments, consisting of three (3) members, one (1) of whom shall be the city manager. The remaining two (2) members need not necessarily be members of the board of trustees but shall preferably be officials of a bank or trust company, insurance company or an investment security concern.
 2. The function of this committee shall be to make recommendations to the board for the investment of the reserves or the sale of securities of the fund.
 3. The board of trustees shall not make any investment nor sell any securities of the fund unless recommended by the committee on investments. The members of such committee shall serve without compensation but shall be reimbursed for any expenses incurred while serving as members of the committee.
- (i) The board shall from time to time establish rules and regulations implementing the provisions hereof, for the proper administration of the fund and for the transaction of its business consistent with the provisions of this article. It shall adopt bylaws to define the duties of its officers and govern the conduct of its meetings.

(18) Administration.

- (a) For the purposes of administering the fund in accordance with the terms of this article and to execute the orders and directions of the board of trustees and the committee on investments, there shall be created in the office of the city manager a division of pensions.
- (b) The division of pensions shall be subject to all the laws, rules and regulations governing all departments, divisions and bureaus of the city government. To the extent possible, the accounts and records of the fund shall be integrated with the operations of the city government.
- (c) The city manager shall appoint a person to serve as secretary of the fund and he shall perform such other duties as may be assigned to him by the board.
- (d) The finance director of the city shall be ex officio treasurer of the fund and shall be the official custodian of all cash and securities and books and accounts belonging to the fund which shall be maintained in a special trust fund for the account of the fund. He shall receive all moneys and securities for the account of the fund, deposit such moneys and make payments for purposes specified in this article upon vouchers signed by him and the city manager, in accordance with authorization of the board.
- (e) The secretary shall be in charge of records, files, and all papers and documents belonging to the board.
- (f) The city attorney shall be legal advisor to the board.
- (g) The city manager, subject to applicable rules and regulations governing the employment of personnel, may employ actuarial, medical, clerical and other assistants as may be required in the operation of the fund and to effectuate the purposes of this article.
- (h) A separate corporate surety bond shall be furnished by the finance director, acceptable to the board, of such amount as the board shall designate; and surety bonds shall be taken out covering the chairman and secretary of the board, in favor of the fund, in amounts stipulated by the board.
- (i) All costs and expenses incurred in the administration of the fund shall be paid by the city, and no part of such expenses shall be charged to the retirement and benefit reserve.

ORDINANCE NO. 0-94-34

AN ORDINANCE OF THE CITY OF HOLLYWOOD, FLORIDA; AMENDING ARTICLE X, "PENSION AND RETIREMENT", OF THE CITY CHARTER; TO PROVIDE FOR A 3% RETIREMENT BENEFIT AND AN EARLY RETIREMENT OPTION; PROVIDING FOR AN EFFECTIVE DATE SUBJECT TO APPROVAL BY THE ELECTORATE PURSUANT TO A REFERENDUM TO BE HELD ON SEPTEMBER 8, 1994; AND SPECIFYING THE FORM OF THE BALLOT QUESTION

1 WHEREAS, members of the employees' retirement fund of the
2 City of Hollywood, as described in Article X of the City Charter,
3 are currently entitled, upon retirement, to a retirement benefit
4 equal to 2-1/2% of the member's average salary for the highest
5 three (3) consecutive years of credited service, multiplied by the
6 number of years of credited service; and

7 WHEREAS, a new collective bargaining agreement has been
8 ratified by the American Federation of State, County and Municipal
9 Employees, Local 2432 ("AFSCME"), and the City of Hollywood (the
10 "Contract"); and

11 WHEREAS, Article 18, "Pension and Pension Plan", of the
12 Contract provides for an amendment to the City Charter to increase
13 the retirement benefit from 2-1/2% to 3% effective October 1, 1998;
14 and

15 WHEREAS, in addition, Article 18 of the Contract provides
16 for an amendment to the City Charter to create an Early Retirement
17 Incentive Program ("ERIP") for members who meet the eligibility
18 requirements of the Program; and

19 WHEREAS, pursuant to Chapter 166, Florida Statutes
(Coding: words in underscored type are additions to existing
text, and words in ~~struck-through~~ type are deletions)

20 (1993), a referendum is necessary to effectuate amendments to the
21 City Charter which affect the rights of City employees;

22 NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF
23 THE CITY OF HOLLYWOOD, FLORIDA:

24 Section 1: That Article X, "Pensions and Retirement",
25 Section 10. 01 (5), of the City of Hollywood Charter is hereby
26 amended by adding a new subsection as follows:

27 Sec. 10.01. Pensions and retirement.

28 * * *

29 (5) Credited Service. Each member shall receive credit for
30 service rendered as an employee as follows:

31 * * *

32 (g) In addition to the credited service earned pursuant to
33 subsections (5)(a)-(f) above, members who, as of December
34 31, 1994, are eligible for the Early Retirement Incentive
35 Program (ERIP) described in Section 10.01 (8)(e) hereof,
36 or who lack five (5) or fewer years of credited service
37 in order to be eligible for said ERIP, may apply to
38 purchase up to five (5) years of credited service under
39 the following terms and conditions:

40 (i) Eligibility for participation in the ERIP will be
41 developed and mutually agreed to by the parties
42 through a sidebar agreement to be executed no
43 later than September 1, 1994, and which shall be
44 attached to the AFSCME Collective Bargaining
45 Agreement.

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46 (ii) Additional years of credited service may be pur-
47 chased in one (1) year increments up to a maximum
48 of five (5). An apportioned year of credited
49 service may be purchased in those instances where
50 such apportionment would complete a full year of
51 credited service. The purchase price for addi-
52 tional year(s) of credited service shall be deter-
53 mined by the following calculation:

- 54 (1) The number of years requesting to be pur-
55 chased.
- 56 (2) Multiplied by seven percent (7%),
- 57 (3) Multiplied by the member's salary as of
58 the date of retirement,

59 (iii) The member's accrued leave must first be used to
60 purchase the additional year(s) of credited ser-
61 vice. The cash value of such leave accruals will
62 be determined by past practice. However, should
63 the cash value of the member's leave accruals not
64 equal the purchase price of the additional years
65 of credited service, the member will enter into a
66 written agreement with the City to withhold month-
67 ly installment payments from the member's Service
68 Retirement Annuity. Such monthly installment
69 payments shall be made without interest and shall
70 be paid to the General Employee's Pension Fund
71 over a period of time equal to the number of years

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72 of credited service purchased by the member. In
73 lieu of making installment payments, a member
74 shall have the option of paying, in full, the
75 balance of the purchase price for the additional
76 years of credited service on the date of Retirement.
77

78 (iv) Any member who purchases credited service for
79 purposes of participating in the ERIP, and who has
80 leave accruals remaining in excess of the amounts
81 needed to purchase such credited service, shall
82 receive the cash value of those remaining leave
83 balances in five (5) equal, annual installment
84 payments. Those members who do not purchase any
85 additional service credit, shall receive the cash
86 value of any remaining leave balances in two (2)
87 equal annual installment payments. Installment
88 payments as described herein shall be without
89 interest and shall be made not later than September
90 30 of each year following the date of Retirement,
91 unless a delay of payment is requested, in
92 writing, by the member. The City reserves the
93 option of liquidating any remaining leave
94 balances, in full, to the member.

95 * * *

96 Section 2: That Article X, "Pensions and Retirement",
97 Section 10. 01 (8), of the City of Hollywood Charter is hereby

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text, and words in ~~struck-through~~ type are deletions)

98 amended as follows:

99 Sec. 10.01. Pensions and retirement.

100 * * *

101 (8) Conditions for Retirement.

102 (a) Any member in service for twenty-five (25) years
103 regardless of age or who has attained age fifty-five (55) with at
104 least ten (10) years of credited service shall be permitted to
105 Retire at two and one-half percent (2 1/2%) of the member's average
106 salary for the highest three (3) consecutive years of credited
107 service, multiplied by the number of years of credited service.
108 For purposes of determining an employee's pension benefit, credited
109 service shall not include any years in which an employee was a
110 participant in the DROP Plan.

111 * * *

112 (d) Effective October 1, 1998, any member in service for
113 twenty-five (25) years regardless of age or who has attained age
114 fifty-five (55) with at least ten (10) years of credited service
115 shall be permitted to retire at three percent (3%) of the member's
116 average salary for the highest three (3) consecutive years of
117 credited service multiplied by the number of years of credited
118 service. For purposes of determining the member's pension benefit,
119 credited service shall not include any years in which the member
120 was a participant in the DROP plan.

121 (e) An Early Retirement Incentive Plan (ERIP) is hereby
122 created as follows:

123 (i) Notwithstanding the provisions of (a), (b) and (d)

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124 above, those members who, as of December 31, 1994,
125 satisfy the conditions for retirement set forth in
126 Sub-Section (8) hereof or, who have at least ten
127 (10) years of credited service, five (5) of which
128 may be purchased as provided for in Section 10.01
129 (5) (g), and whose age plus credited service
130 equals or exceeds fifty-five (55), may apply to
131 receive a Service Retirement Annuity. The Ser-
132 vice Retirement Annuity will equal three percent
133 (3%) of the member's average salary for the high-
134 est three (3) consecutive years of credited ser-
135 vice. Such calculation may include one previous
136 year of credited service, one current year of
137 credited service and one purchased year of credit-
138 ed service.

139 (ii) Any purchased years of credited service may be
140 added to the member's achieved level of credited
141 service to reach a maximum level of credited
142 service of twenty-seven (27) years.

143 (iii) Members participating in the ERIP shall make an
144 irrevocable application for Retirement to the
145 Human Resources Division no later than 5:00 P.M.
146 on December 1, 1994. The member must actually
147 Retire on a date prior to June 30, 1995. Such
148 Retirement date may be extended for up to two (2)
149 months beyond the June 30, 1995 date at the dis-

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150 cretion of the City Manager. Retirement exten-
151 sions beyond August 30, 1995 may also be granted
152 subject to the mutual agreement between the member
153 and the City Manager.

154 (iv) Members participating in the ERIP shall not be
155 eligible to participate in the DROP plan as de-
156 scribed in Section 10.01(8)(c).

157 (v) Following Retirement, an ERIP participant will no
158 longer be eligible for either full or part-time
159 employment with the City.

160 Section 3: That Article X, "Pensions and Retirement",
161 Section 10. 01 (9), of the City of Hollywood Charter is hereby
162 amended as follows:

163 Sec. 10.01. Pensions and retirement.

164 * * *

165 (9) Service Retirement Annuity.

166 (a) Upon Retirement on and after February 1, 1974, but prior
167 to October 1, 1998, a member shall be entitled to receive
168 a service retirement annuity equal to two and one-half
169 percent (2 1/2%) of the member's average salary for the
170 highest three (3) consecutive years of credited service,
171 multiplied by the number of years of credited service up
172 to a maximum of thirty (30) years of credited service at
173 a maximum pension rate of seventy-five percent (75%).
174 Members who Retire on and after October 1, 1998, shall be
175 entitled to receive a service retirement annuity equal to

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176 three percent (3%) of the member's average salary for the
177 highest three (3) consecutive years of credited service,
178 as calculated pursuant to Section 10.01(8)(e)(i), multi-
179 plied by the number of years of credited service up to a
180 maximum of twenty-seven (27) years of credited service at
181 a maximum pension rate of eighty-one percent (81%).
182 Proportionate credit shall be granted for any fractional
183 part of a year of service.

184 Section 4: That Article X, "Pensions and Retirement",
185 Section 10. 04, of the City of Hollywood Charter is hereby amended
186 by adding a new subsection as follows:

187 Sec. 10.04. Assets of prior funds.

188 * * *
189 (3) Members of the Employees Supplemental Retirement System
190 shall not be eligible to participate in the Early
191 Retirement Incentive Program (ERIP) as described in
192 Section 10.01(8)(e).

193
194 Section 5: The Charter changes set forth in this
195 ordinance shall be submitted to a vote of the electors of the City
196 of Hollywood at a special election to be held in conjunction with
197 the general election scheduled for September 8, 1994.

198 Section 6: Notice of the election on the proposed
199 Charter changes shall be given at least thirty (30) days in advance
200 of the election and shall be given in newspaper of general
201 circulation published in Broward County. The notice shall be

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202 published at least twice, once in the fifth week and once in the
203 third week prior to the week in which the election is to be held.

204 Section 7: The proposed changes to the City Charter
205 shall appear on the election ballot as follows:

206 AMENDMENTS TO ARTICLE X OF THE CITY CHARTER
207 REGARDING THE GENERAL EMPLOYEES' RETIREMENT SYSTEM
208

209 The City and its General Employees Union have negotiated an
210 amendment to the Retirement Plan. The amendment permits eligible
211 employees to retire, as part of an Early Retirement Incentive
212 Plan ("ERIP"), at an increased retirement benefit of 3%
213 (currently 2.5%) per year of credited service. Beginning in
214 1998, the same benefit will be provided to all general employees.
215 The ERIP will result in substantial savings which will fund the
216 increased benefits for all general employees.

217
218 QUESTION
219

220 Shall the City of Hollywood Retirement Plan be amended?

221
222 YES _____

223
224 NO _____
225

226
227
228 Section 8: This ordinance, if approved by a majority
229 of the electors voting upon such ordinance in the municipal
230 election scheduled for September 8, 1994, shall take effect as of
231 September 9, 1994.

232 Section 9: Upon adoption of the proposed ordinance by
233 a majority of the electors voting upon such proposed ordinance,
234 the ordinance shall be incorporated into the Charter of the City
235 of Hollywood.

236 Section 10: That if any word, phrase, clause,
237 subsection or section of this ordinance is for any reason held
238 unconstitutional or invalid, the invalidity thereof shall not

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text, and words in ~~struck-through~~ type are deletions)

239 affect the validity of any remaining portions of this ordinance.
240 Section 11: That all sections or parts of sections of
241 the Code of Ordinances, all ordinances or parts of ordinances,
242 and all resolutions or parts of resolutions in conflict herewith
243 be and the same are hereby repealed to the extent of such
244 conflict.

245
246 PASSED AND ADOPTED on first reading this 6th day of
247 July, 1994.


248 PASSED AND ADOPTED on second reading this 20th day of
249 July, 1994.


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MARA GIULIANTI, MAYOR

ATTEST:

MARTHA S. LAMBOS, CITY CLERK

ENDORSED AS TO FORM & LEGALITY

JAMIE ALAN COLE,
CITY ATTORNEY

PREPARED BY:

JEFFREY P. SHEFFEL, DEPUTY
CITY ATTORNEY

07/18/94-ERIP6 ORD

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