

Employee
Organization
Agreement

between

The City of Hollywood

and

American Federation
of State, County and
Municipal Employees

Local 2432

LOCAL 2432
31 S. 62nd Avenue
Hollywood, Florida 33023



October 1, 1991
through
September 30, 1993

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ORGANIZATION
AGREEMENT

between

CITY OF HOLLYWOOD

and

AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
Local 2432

October 1, 1991

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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
22 and reliable service to the public.

1
2 ARTICLE 1: RECOGNITION

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

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

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

1 **ARTICLE 2: REPRESENTATION BY THE CITY**

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

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

Sec. 2: Employees shall have the right to join the Union, to engage in lawful concerted activities for the purpose of collective bargaining, to express and communicate any view, grievance, complaint, or opinion, within the bounds of good taste, relative to the conditions or compensation of public employment or its betterment, all free of restraint, coercion, intimidation or reprisal against any employee because of that employee's membership or lack of membership in the Union or by virtue of his/her holding office or not holding office in the Union. This provision shall be applied to all Employees by the Employer and the Union.

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

5

1 **ARTICLE 5: MANAGEMENT SECURITY**

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

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

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

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

1 such action and, further, that the Union has used every reasonable
2 means to prevent or terminate such action.

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

1 **ARTICLE 6: MANAGEMENT RIGHTS**

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

15

1 ARTICLE 7: PAYROLL DEDUCTION OF DUES

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

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

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

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

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

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

1 the manner outlined in Section 1 above, deduct the Union
2 membership dues that are due and owing for the period for which
3 the employee receives back pay.

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

10

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
4 pay to attend any and all meetings held by the City Commission
5 and meetings with the City Administrators that relate to joint
6 City and Union business. On all such occasions the Union
7 President and/or representative shall give notice of any such
8 meeting to their supervisor. Approval shall not be unreasonably
9 withheld by any of their supervisors.

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

1 ARTICLE 9: UNION STEWARDS

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

16 Sec. 3: A Chief Steward, a Steward or an Alternate
17 Steward may process grievances in accordance with provisions of
18 Article 29 - Grievance Procedure. However, only one
19 representative of the Union (Chief Steward, Steward or Alternate
20 Steward) shall be permitted to process a grievance during the
21 Steward's working hours until such grievance reaches step 3.
22 When a grievance reaches step 3, the Chief Steward and the
23 Steward or the Alternate Steward may, subject to approval as
24 specified in Sections 1 and 2, participate in grievance
25 processing during the Steward's working hours.
26

1 **ARTICLE 10: WAGES**

2 **Sec. 1:** All wage schedules as embodied in the appropriate
3 pay plan for members of this bargaining unit will be increased
4 as follows:

5 (a) effective 10/1/92, by 3%; and

6 (b) effective 4/1/93, by 6%.

7 **Sec. 2:** Each of the above increases will be implemented
8 at the start of the pay period in which each specific date
9 falls.

10 **Sec. 3:** The 4/1/93 increase will be cumulative upon the
11 10/1/92 increase.
12
13

1 ARTICLE 11: ASSIGNMENT PAY

2 Sec. 1: Employees assigned by their Department or
3 Division Head to perform all of the duties of another
4 classification paid at a pay grade higher than their own will
5 receive one (1) pay step above the employee's base pay rate.

6 Sec. 2: Provided, however, that this article shall not
7 apply to time periods of less than four (4) hours.

1 ARTICLE 12: LEADWORKER PAY

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

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

13 Sec. 3: This section shall not apply to time periods of
14 less than four (4) hours.
15
16

1 ARTICLE 13: CERTIFICATION PAY

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

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

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

1 ARTICLE 14: WORK SCHEDULING AND OVERTIME

2 Sec. 1: The normal work week shall consist of forty (40)
3 hours per week beginning with the employee's first regular
4 shift. The normal work day shall consist of eight (8) or ten
5 (10) hours of work in the twenty-four (24) hour period. The
6 employer shall provide to the Union a list of all bargaining
7 unit employees who currently work a ten (10) hour day. The
8 current task basis system in the Sanitation Division shall
9 continue.

10 Sec. 2: The employer reserves the right to designate a
11 change in the work schedule, weeks, days, hours and shifts of
12 its employees, however, no individual employee shall have
13 his/her work schedule or day off schedule changed for the
14 purpose of avoiding the payment of overtime. The employer
15 agrees to consult with the local Union President or Vice
16 President prior to making any such change. In addition, notice
17 of not less than five (5) working days shall be given to
18 affected employees, Local President or Vice President.

19 Sec. 3: Work schedules and regular days off can be
20 changed to provide manning for emergencies, sickness, vacations,
21 terminations and any other absence even when such action would
22 have the effect of preventing overtime and not allow five (5)
23 working days notice to the affected employees and the Union. In
24 these cases, the parties mentioned above will be notified as
25 soon as practicable.

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

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

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

1 classification in the same work section and area starting with
2 the most senior employee, provided the employees are qualified
3 to perform the overtime work required. Overtime opportunities
4 will be accumulated on adequate records and will be available to
5 the Union and employees. Shop Stewards will have reasonable
6 opportunity to review such records. If an employee establishes
7 that he has not received his fair share of overtime
8 opportunities, such employee shall have first preference to
9 future 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.
14 Qualified, certified supervisory personnel may be called upon,
15 at the discretion of Management, for appointment to overtime or
16 holiday work based upon the unavailability of employees with the
17 Operator classification.

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

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

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

17

1 **ARTICLE 15: LABOR-MANAGEMENT COMMITTEE**

2 **Sec. 1:** There shall be a Labor-Management Committee
3 formed within each major department as indicated, affected by
4 this Agreement. Said Committee shall consist of three (3)
5 members designated by the Union and three (3) members designated
6 by the 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
13 There shall not be more than one (1) employee designated by the
14 Union from any one (1) division within each department.

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

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

1 members for attendance at Labor-Management Committee meetings.

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

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

16

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
4 a demotion to a lower paid position without having to take the
5 usual examination for appointment to the lower paid position or
6 lateral 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
18 for the lower paid/lateral position as set forth in the
19 classified code book; determination as to whether or not
20 employee meets the minimum requirements will be made by the
21 Chief Test Examiner;

22 (c) there must be a budgeted vacancy in the
23 lower/lateral position available; no employee holding such
24 lower/lateral position may be involuntarily bumped out of that
25 position for the purpose of providing room for the voluntarily
26 demoting/laterally transferring employee; however, such

1 demotions or transfers shall supersede any existing eligibility
2 lists:

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

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

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

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

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

21

22

1 **ARTICLE 17: PERFORMANCE REVIEW AND MERIT PAY INCREASES**

2 **Sec. 1:** Persons employed by the City after ratification
3 by 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 receive a satisfactory
7 (or better) evaluation, they shall receive a one step merit
8 increase. Six months after completion of an Original
9 Probationary Period, and annually thereafter, employees shall be
10 evaluated, and if they receive a satisfactory (or better)
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
15 shall be retroactive to the salary review date. Promotional
16 appointments shall be subject to a six (6) month probationary
17 period.

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

1 pay step indicated in the Official Pay Schedules for the
2 particular classifications.

3 Sec. 3: All employees covered by this Agreement whose
4 annual performance review evaluation is less than satisfactory,
5 shall be denied a merit pay increase. The employer shall
6 review the employee's performance within ninety (90) days,
7 where less than satisfactory performance is the reason for the
8 denial of a merit increase; upon such re-reviews, if the
9 performance improves to a satisfactory rating, the merit pay
10 step will be granted; this shall not-change the employee's
11 annual merit review date.

12 Sec. 4: Employees covered by this Agreement, whose annual
13 performance review evaluation is less than satisfactory, but who
14 is not eligible for a merit increase having reached the top of
15 the wage scale, shall be counseled and re-reviewed within ninety
16 (90) days; if upon re-review, the performance is still less than
17 satisfactory, the employee shall be issued a written reprimand
18 including detailed notice of his/her performance failures, and
19 notice that performance will be re-reviewed within ninety (90)
20 day intervals and continued failure to achieve a satisfactory
21 performance review will result in imposition of increasingly
22 severe disciplinary action.

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

26 Sec. 6: Employees who do not agree with their

1 performance review evaluation may appeal to the Department Head
2 but may not make use of the grievance or arbitration procedure.
3 If an employee receives three consecutive less than satisfactory
4 performance reviews, the third such review shall be grievable
5 and arbitrable.
6

1 ARTICLE 18: PENSION AND PENSION PLAN

2 Sec. 1: At the earliest possible opportunity, the City
3 shall adopt an ordinance in a form acceptable to the City
4 Commission, subject to approval by the electors of the City,
5 amending Article 10, Sections 10.01(8) and (10), and creating
6 Sections 10.04, 10.05 and 10.06 of the Charter of the City of
7 Hollywood to provide the benefits as set forth in this Article,
8 in addition to those already in existence.

9 Sec. 2: The provisions of Article 10, of the City Charter
10 shall be amended to read as follows:

11 A. Sec. 10.01 Pensions and Retirement

12 (8) Conditions for Retirement

13 (a) Any member in service for 25 years regardless of
14 age or who has attained age 55 with at least ten years of
15 credited service shall be permitted to retire at 2-1/2% of
16 average salary for the highest three consecutive years of
17 credited service, multiplied by the number of years of credited
18 service. For purposes of determining an employee's pension
19 benefit, credited service shall not include any years in which
20 an employee was a participant in the DROP Plan.

21 (b) DELETE

22 DELETE

23 DELETE

24 (c) A deferred retirement option plan ("DROP Plan")
25 is hereby created.

26 (i) An employee covered by the Charter Plan may enter

1 into the DROP Plan on the earlier of the first
2 day of any month following the employee's 55th
3 birthday and tenth (10th) year anniversary of
4 credited service, or the first day of any month
5 following the completion of a total of 25 years
6 of credited service.

7 (ii) An employee electing to participate in the DROP
8 Plan must complete and execute the proper forms
9 supplied by the Personnel Department. The
10 election to participate in the DROP Plan must be
11 exercised prior to the attainment of 30 years of
12 credited service, or the right of election to
13 participate in the DROP Plan shall be forfeited.

14 (iii) The duration and participation in the DROP
15 Plan shall be specified and shall not exceed
16 a number of years which, when added to the
17 number of years of all credited service
18 which the member has in the retirement
19 system, exceeds a total of 32 years. In any
20 event, the total participation in the DROP
21 Plan shall not exceed 5 years and
22 participation will end if the employee is
23 terminated for just cause, dies or retires.

24 (iv) A member may participate in the DROP Plan only
25 once and after commencement the employee shall
26 not again have the right to be a contributing

1 member of the retirement system.

2 (v) Upon the effective date of employee commencement
3 of participation in the DROP Plan, neither the
4 employee nor the employer contribution will
5 continue to be paid.

6 (vi) For the purposes of this Section, compensation
7 and credited service shall remain as they existed
8 on the effective date of commencement of
9 participation in the DROP Plan. The monthly
10 retirement benefits ("DROP Payments") that would
11 have been payable, had the member elected to
12 cease employment and receive a service retirement
13 allowance, shall be paid into a deferred
14 retirement option account.

15 (vii) DROP Payments shall earn interest at a rate
16 set by the Board of Trustees, but in no
17 event at an interest rate less than the
18 "assumption rate", and upon termination
19 shall, at the employee's option, be made as
20 a lump sum payment; as an annuity based on
21 the retirement option selected by the
22 employee; or any other method of payment
23 approved by the Board of Trustees.

24 (viii) If a participant dies during the period of
25 participation in the DROP Plan, a lump sum
26 equal to DROP Payments plus interest shall

1 be paid to the named beneficiary or, if no
2 beneficiary is named, to the estate of the
3 employee in addition to any other normal
4 survivorship benefits which would be paid.

5 (ix) If the participant terminates employment at the
6 end of the specified period of participation, the
7 employee shall receive a sum equal to DROP
8 Payments plus interest, together with the regular
9 monthly service retirement payments. If an
10 employee becomes disabled during the period of
11 DROP participation and employment is terminated
12 because of disability, the employee shall receive
13 payment as set forth in this Section, together
14 with any appropriate disability retirement
15 benefit based on the salary in effect on the date
16 the DROP participation began.

17 (x) The Commission by ordinance shall implement the
18 provisions of the DROP Plan.

19 B. Sec. 10.01(10) Adjustment of Annuity

20 c) There shall be payable to a retiree, whose
21 retirement date occurs after October 1, 1989, commencing three
22 years after retirement benefits begin, a 2% cost of living
23 adjustment (COLA) in retirement benefits annually. A 2% COLA
24 shall not apply to the accumulation of benefits in a DROP Plan
25 account.

26 C. Sec. 10.04 Assets Of Prior Funds

1 The assets of the Hollywood City Employee's
2 Supplemental Retirement System (the "Supplemental Plan") shall
3 be merged into the assets of the Charter Plan, and provisions
4 will be made by ordinance for the termination of the
5 Supplemental Plan, subject to preservation of the rights of
6 those employees who are currently in the 1% non-contributory
7 portion of the Supplemental Plan ("1% Supplemental Plan") making
8 an irrevocable election to remain in the 1% Supplemental Plan
9 within ninety (90) days of written notification to the employee
10 by the Retirement Board of Trustees.

11 The City Commission shall by ordinance amend the
12 provisions of the Supplemental Plan to implement the provisions
13 of Sections 10.04 and 10.05. Those employees currently in the 1%
14 Supplemental Plan who enter the Charter Plan shall receive a
15 benefit of 1% per year for each year of credited service up to
16 the date of the City's acknowledged receipt of a member's
17 irrevocable election pursuant to this Section. In the event that
18 a member of the 1% Supplemental Plan desires to increase his
19 benefit rate for service prior to the date of merger, he shall
20 do so at a rate and under such terms as designated by the
21 Retirement Board of Trustees for the Charter Plan. Those
22 employees currently in the 7% contributory portion of the
23 Supplemental Plan who enter the Charter Plan shall receive a
24 benefit of 2-1/2% per year for all years of credited service.
25 For purposes of determining whether the transferred employee is
26 eligible for any benefits under the Charter Plan, his credited

1 service, both prior to and after the date of merger, shall be
2 included.

3 D. Sec. 10.05 Coordination of Pension Benefits

4 In the event that a City employee changes his job status with
5 the City such that he is considered an employee pursuant to
6 Article 10 of the City Charter, he may become a member of the
7 Charter Plan subject to the following rules:

8 (a) "Date of Transfer" shall be the date when the
9 change in job status occurs such that he is considered an
10 employee pursuant to Article 10 of the City Charter.

11 (b) A member's total retirement benefits shall
12 consist of a combination of the following:

13 (1) Benefits Payable By The Previous Plan-- The
14 member's accumulated contributions, if any, shall remain funds
15 of the previous plan. The member's retirement benefit payable
16 from the previous plan shall be calculated by using benefit
17 percentage rates and his credited service as of the Date of
18 Transfer, and the greater of his salary as of the date of his
19 termination of employment or the Date of Transfer. This benefit
20 shall be payable commencing on the member's normal retirement
21 date pursuant to the Charter Plan. The transferred employee
22 shall not be eligible for any other benefits from the previous
23 plan.

24 (2) Benefits Payable By The Charter Plan -- For
25 purposes of determining his eligibility for retirement benefits
26 under the Charter Plan, the employee's credited service prior to

1 and after the Date of Transfer shall be included. For purposes
2 of determining the amount of benefits payable under the Charter
3 Plan, excluding death and disability benefits, only service
4 following the Date of Transfer shall be included. For purposes
5 of determining the amount of any death or disability benefits
6 payable under the Charter Plan, credited service both prior to
7 and after the Date of Transfer shall be included.

8 (c) In the event that any City employee who is a
9 member of the Charter Plan is no longer considered an employee
10 pursuant to Article 10 of the City Charter, the rules regarding
11 his transfer to another retirement plan sponsored by the City
12 shall be as set forth above, provided such other plan has
13 appropriate language to accept transfers on the same basis.

14 (d) If, prior to the date when this language
15 regarding transferred employees becomes effective, an employee
16 had transferred from one retirement plan sponsored by the City
17 to another and had thereby lost credit under the previous plan
18 for his service prior to the Date of Transfer, his credited
19 service under the previous plan shall be restored under the
20 following conditions:

21 (1) The person must be an employee of the City
22 on the date this language becomes effective.

23 (2) Upon notification, the employee must repay
24 to the previous plan that amount of his
25 contributions that he received from the
26 previous plan due to his transfer to another

1 plan within the City. The employee will have
2 60 days to exercise this option. He will be
3 given one year to repurchase every two years
4 of prior service.

5 (3) All previous contributions must be repaid
6 prior to the employee's retirement to be
7 eligible for any benefit under the previous
8 plan.

9 Upon satisfaction of these conditions, the employee
10 will be credited with service in each plan as indicated in
11 Section 10.05(b).

12 Sec. 3: In the event the City approves tax
13 qualification of the Charter Plan under the provisions of
14 Section 414(h)(2) of the Internal Revenue Code, such approval
15 shall be implemented as soon thereafter as practicable.
16

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
10 receive two (2) twenty (20) minute breaks in lieu of the fifteen
11 (15) minute breaks. The first rest period will be scheduled
12 approximately mid-point in the first one-half of the employee's
13 regular work shift and the second rest period will be scheduled
14 approximately mid-point in the second one-half of the employee's
15 regular 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
4 without limit. Employees covered by this contract and serving a
5 probationary period of employment may use accrued sick leave in
6 the 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
10 the start of their scheduled shift; non-shift personnel within
11 one-half (1/2) hour after shift starts, except in case of
12 emergency, such notification shall be made each day of illness
13 absence, by the employee or a responsible member of his house-
14 hold, unless the employee is hospitalized, or under doctor's
15 care.

16 Sec. 3: Sick leave shall be allowed to accrue without
17 limit. When employees have accumulated fifty (50) sick leave
18 days, they shall have the option of converting the next four (4)
19 sick leave days to vacation days. In any case, the employee's
20 entire sick leave accumulation on January 1st shall be the
21 deciding factor for converting sick leave days to vacation days
22 for that calendar year. No more than four (4) sick leave days
23 can be converted to vacation days in any calendar year.

24 Sec. 4: Employees terminating their employment with the
25 City, for any cause whatsoever, prior to completing five (5)
26 years of continuous service shall forfeit all unused sick time.

1 Employees having completed five (5) years of continuous service
2 will thereafter, upon permanently terminating their employment
3 with the City be entitled to payment covering their unused sick
4 leave, or it may be paid to the employee's estate at death, if
5 death occurs while the employee is employed by the City;
6 provided, however, that these provisions shall not apply if the
7 employee was terminated for moral turpitude, such as conduct for
8 which a criminal charge could apply, in which case unused sick
9 time will be forfeit. The options chosen by all covered
10 employees in 1980 shall remain in full force and effect, except
11 as may be modified herein.

12 Sec. 5: Sick leave pay is authorized only for personal
13 illness and not for personal business. Department Heads may
14 require proof of illness in cases of chronic and repeated
15 illnesses. Excessive use of sick leave shall be considered a
16 serious offense and may be grounds for disciplinary action.

17

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
5 Agreement who make a request to their Division Head, or
6 Supervisor in charge of the Division, may be allowed one (1)
7 hour off without loss of pay at the start or end of their shift,
8 provided such time off does not result in the City having to
9 replace such employee at overtime rates. The Division Head or
10 Supervisor in charge of the Division shall not unreasonably deny
11 such requests provided the 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
15 Division Head or Supervisor will post a list of personnel and
16 the time off granted at least two (2) working days before the
17 election date.

18 Sec. 3: The City shall grant such requests provided the
19 requirements of Sec. 2 are met, and further provided same will
20 not substantially hinder the regular operation of the division.
21

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
9 administration submits its recommendations to the City
10 Commission; thereafter, the Union shall have an additional
11 opportunity to present its alternative proposals to the City
12 Commission prior to the Commission making the final decision on
13 the matter.

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

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

23

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,
5 the Uniform Safety Committee is hereby created to review the
6 color, fabric and style of uniforms worn by bargaining unit
7 employees for safety and comfort. The Uniform Safety Committee,
8 comprised of two (2) representatives appointed by the Union and
9 two (2) representatives appointed by the City, shall meet in May
10 or as needed of each year to perform the above functions and
11 shall make suggestions to the City Manager as to change of
12 uniform color, fabric and style in order to improve the comfort
13 or safety of 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,
16 style and fabric of said uniforms shall be determined by the
17 City. Employees shall be required to wear and maintain uniforms
18 (where laundry service is not supplied). Employees terminating
19 their employment shall be required to return such uniforms prior
20 to receiving their final pay checks. Wearing of City supplied
21 uniforms while engaged in non-City work or recreational
22 activities 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-

1 cations assigned to certain divisions, as listed below:

2 (a) Public Works - Streets Maintenance

3 Maintenance Person

4 Foreman II

5 Equipment Operator

6 Laborer

7 Electrician

8 Street Light Electrician

9 (b) Public Works - Forestry/Landscaping

10 Irrigation Crew

11 Nursery Crew

12 Tree Crew

13 Right-of-Way Crew - State licensed individual
14 applying chemicals and any subordinate personnel
15 who apply the chemicals only; standard issue
16 uniforms without laundry service for balance of
17 crew.

18 (c) Public Works - Property Maintenance

19 Refrigeration Mechanic

20 Plumber

21 (d) Public Works - Garages: Central, Police, Fire

22 Chief Mechanic

23 Automotive Mechanic

24 Automotive Service Person

25 (e) Police Department

26 Detention Officers

1 I.D. Technicians

2 (f) Public Utilities¹

3 Water Plant Personnel

4 Water Distribution Personnel

5 Sewer Collection Personnel

6 Sewer Plant Personnel

7 Sanitation Garage Personnel

8 (g) Parks and Recreation Department Maintenance

9 Personnel at Orangebrook Golf Course including

10 Auto Mechanic and Auto Service Person

11 Sec. 4:

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

15 (b) Replacement of issue items will be furnished by
16 the city to Civilian Police and Fire personnel, on a turn-in,
17 reissue basis, due to being worn-out or damaged, up to the
18 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

24 Any other uniform replacements will be determined on an

25 ¹ excluding clerical and office persons
26

1 individual-by-individual basis.

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

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

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

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

14

1 ARTICLE 24: LIFE AND HEALTH GROUP BENEFITS PLAN

2 Sec. 1: The current levels of health insurance benefits
3 shall remain in effect without change through September 30,
4 1993.

5 Sec. 2: The City shall provide a dental insurance plan
6 for its regular full-time employees and such dependents meeting
7 eligibility requirements thereof at a total cost not to exceed
8 \$16.00 per employee per month. Any premium requirements in
9 excess of \$16.00 per employee per month will be borne by the
10 participating employee.

11 Sec. 3: Upon retirement, members shall have the option of
12 continuing under the City's health insurance plan under the same
13 terms and conditions as if they were still active employees,
14 except that they shall pay for dependent coverage for eligible
15 dependents. The provisions of this section shall not apply to
16 any employee who retired for any reason prior to April 1, 1988.

17 Sec. 4: The City shall continue to provide a term life
18 insurance policy in the face amount of \$15,000.00 with double
19 indemnity provision, for each employee; said term shall be for
20 the term of active employment of the employee and shall cease
21 upon the employee's termination of service for any reason.
22 There shall be no optional dependent life insurance coverage
23 provided.
24

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Sept 30 1993*

1 ARTICLE 25: SAFETY COMMITTEE, EQUIPMENT AND APPAREL

2 Sec. 1: The Employer and the Union recognize the
3 importance of an adequate Safety Program. The Union agrees to
4 select a three (3) member Safety Committee. The Employer agrees
5 to assign the Safety Officer to meet on a regular monthly basis
6 with the Union Safety Committee to review the adequacy of the
7 Safety Program, and to submit a written report of such meetings
8 to the City Manager or his designee.

9 Sec. 2: The Employer agrees to institute safety
10 inspection programs on a semi-annual basis on all aerial
11 vehicles. These inspections are to be made by qualified
12 personnel. At least one inspection per year shall be performed
13 by a certified agency. If any safety equipment or apparel is
14 required by the City in any work area, such equipment or apparel
15 shall be furnished by the City at no cost to the Employees.
16 Failure of Employees to wear said furnished apparel or to use
17 said furnished equipment, or failure of an employee to perform
18 their job in a reasonably safe manner, may result in
19 disciplinary action.

20 Sec. 3: Employees who are required to wear eye protection
21 under OSHR #12, effective 4/22/75 sub (3) Policy Procedure, sub
22 (A) 1 through 10 and wear prescription glasses will be
23 reimbursed the cost differences not to exceed \$25.00 per year,
24 between regular prescription glasses and industrial safety
25 glasses. Prior to utilization, employees shall make a request
26 in writing and receive written approval from their Department or

1 Division Head, proof of purchase and payment shall be submitted
2 through channels.

3 Sec. 4: In the event said glasses are broken during the
4 course of employment, as a result of being struck by an object
5 as outlined in 3 referenced above, the City shall pay the full
6 reasonable replacement cost unless employee's carelessness
7 caused the loss.

8 Sec. 5: Sanitation Collectors shall receive two (2) pair
9 each year of the hard-soled work shoes as required by the City
10 at no cost to the employees; Sanitation Drivers shall continue
11 to receive one (1) pair each year of these shoes.

12 Sec. 6: If an employee believes he is being required to
13 work under unsafe conditions, he shall notify in writing his
14 immediate supervisor who will investigate the condition within
15 one working day and take corrective action, if warranted. The
16 supervisor will respond in writing to the employee within two
17 (2) working days. No employee shall be disciplined for refusing
18 to work under unsafe conditions.

19 Sec. 7: The City shall provide waterproof sun-screen
20 lotions with an SPF of 25 or greater to all outdoor City
21 employees. The City will provide an allowance of twenty five
22 dollars (\$25.00) annually to full-time Marine Safety Officers
23 for the acquisition of sunglasses. The City will also provide a
24 changing facility for Beach Safety personnel and protective
25 covers/awnings for the lifeguard chairs.

26

1 Sec. 8: The City will establish and implement a City-
2 wide lightning policy based upon the advice of an outside
3 lightning expert selected after consultation with the union.

4 Sec. 9: The City shall provide Gatorade or a Gatorade
5 type product to all employees whose work is done primarily
6 outdoors. This beverage shall be made available anytime the
7 temperature reaches or exceeds 85 degrees.

8 Sec. 10: The City will provide any or all of the following
9 shots/vaccines to the below listed personnel upon request of the
10 employee:

11 Group 1:

12 Tetanus vaccine - every five years
13 Hepatitis-B vaccine series of three shots - every five years

14 Employees Covered:

15 Beach Safety Division:

16 Marine Safety Officers
17 Lifeguards

18 Police Department:

19 Police Detention Officers
20 I.D. Technician I
21 I.D. Technician II
22 I.D. Technician III

23 Neighborhood Improvement Department

24 Neighborhood Improvement Officer I
25 Neighborhood Improvement Officer II

26
27
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34

1 Group 2:

2
3 - Tetanus vaccine - every five years
4 Diphtheria vaccine - every five years

5
6 Employees Covered:

7
8 Wastewater Treatment Plant:

9
10 Welder
11 Painter
12 Utility Laborer
13 Utility Maintenance Helper
14 Chief Utility Mechanic
15 Shift Operator Trainee
16 Shift Operator I and II
17 Shift Supervisor
18 Compliance Technician II
19 Regulatory Compliance Officer II
20 Mechanic II
21 Mechanic I
22 Lab Technician
23 Lab Technician II

24
25 Sanitation Division:

26
27 Packer Operator
28 Sanitation Refuse Collector

29
30 Sewer Collection Division:

31
32 Heavy Equipment Operator
33 Utility Locator/Inspector
34 Chief Utility Mechanic
35 Mechanic II
36 Mechanic I
37 Utility Serviceworker II
38 Utility Serviceworker I

39
40 Public Works:

41
42 Plumber I and II

43
44 Water Distribution Division:

45
46 Heavy Equipment Operator
47 Utility Locator/Inspector
48 Chief Utility Mechanic
49 Utility Serviceworker II
50 Utility Serviceworker I
51 Meter Technician I and II

ARTICLE 26: WORK RULES

1
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 new
12 work rule or modify an existing work rule ("Proposed Rule"), the
13 City may do so pursuant to the following procedure:

- 14 A) The City shall provide a copy of the Proposed Rule
15 to the Union.
- 16 B) The Union may request, within 10 working days of
17 receipt, to negotiate over the Proposed Rule if
18 the Union claims that the Proposed Rule affects
19 wages, hours of work and other terms and
20 conditions of employment or has the practical
21 consequence of violating this Agreement.
- 22 C) If no request for negotiation is made within 10
23 working days from the time the Union receives the
24 Proposed Rule, the Proposed Rule may be
25 implemented by the City.
- 26

1 D) If a request to negotiate is timely received with
2 respect to a Proposed Rule, the City and the Union
3 shall meet in an attempt to mutually agree upon
4 the Proposed Rule.

5 E) If the parties agree on the Proposed Rule, the
6 rule will be implemented as agreed upon.

7 F) In the event that the City and the Union fail to
8 agree on a Proposed Rule, and providing the
9 Proposed Rule meets the standards in paragraph B,
10 the dispute shall go to arbitration. The
11 arbitration shall be expedited and the arbitrator
12 shall be requested and mutually agreed to, by both
13 parties, to make a prompt award without a written
14 opinion. If the arbitrator finds that the
15 Proposed Rule violates the specific written terms
16 of this Agreement or is unreasonable, then the
17 Proposed Rule shall not be implemented. The
18 Proposed Rule shall not be implemented until after
19 the arbitrator's award is received and then only
20 if the City prevails.

21 **Sec. 4:** There shall be a single set of Rules and
22 Regulations applicable to all employees of the City. This shall
23 not prohibit any department from adopting written operational
24 procedures specific to the needs of that department. Written
25 operational procedures established by any Department shall be
26 distributed to all employees in that department. Each employee

1 will provide written acknowledgement of their receipt of such
2 written operational procedures. Copies of departmental written
3 operational procedures shall be provided to the Union. In the
4 event of a conflict between written operational procedures and the
5 single set of Rules and Regulations, the single set of Rules and
6 Regulations will control.

7

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
4 the posting of Union Notices and other Union information. The
5 Union and Management will agree upon the location of said
6 boards. However, such bulletin boards will not be placed in
7 areas readily accessible to the general public.

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

10

1 ARTICLE 28: LAY-OFF AND RECALL

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
5 class title shall be placed on a seniority list. The employee
6 lowest on the seniority list for that class title shall be laid
7 off from 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
14 higher paid class title if qualified. Qualification criteria
15 shall be 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,
18 or 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-
22 employment appointments made under this section shall be
23 according to seniority earned with the City prior to lay-off.

24
25 Sec. 4: Any employee, whose name is listed on a recall
26 list, who refuses a recall for a class title with a lower

1 paygrade, will have up to four opportunities to be rehired to a
2 class title with a lower paygrade. If all four opportunities
3 are declined, the employee shall have no further right to recall
4 to a class title with a lower paygrade.

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

8 Sec. 6: Employees refusing recall to their originally
9 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
7 its terminal step a final and binding disposition by an
8 impartial neutral, mutually selected by the parties. However,
9 an arbiter or other neutral shall not have the power to add to,
10 subtract from, modify, or alter the terms of the collective
11 bargaining agreement. All employees shall have the right to a
12 fair and equitable grievance procedure, administered without
13 regard to membership or nonmembership in any organization,
14 except that the Union shall not be required to process
15 grievances for employees who are not members of the Union.

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

26 Sec. 2: Any grievance defined as a claim reasonably and

1 suitably founded on a violation of the terms and conditions of
2 this Agreement, shall systematically follow the steps outlined
3 below as the Grievance Procedure. Any grievance filed shall
4 refer to the article(s) of this Agreement alleged to have been
5 violated, and shall set forth the facts pertaining to the
6 alleged violation or violations, and shall include the
7 corrective action or actions requested by the aggrieved party.
8 A grievance must be communicated in writing to the employer by
9 the employee(s) and/or the Union within fourteen (14) calendar
10 days from the events giving rise to the grievance or as soon as
11 might reasonably be known to exist, otherwise it is deemed to be
12 waived.

13 Sec. 3: Step 1: The aggrieved employee(s) and/or the
14 Union shall present in writing the grievance to the Division
15 Head or his designee. The grievance will be dated and signed by
16 the employee(s) and/or the Union representative. The Division
17 Head or his designee shall date and sign the grievance, with a
18 copy to the Union. Discussions will be held with the
19 employee(s), together with the Union, within seven (7) calendar
20 days of the receipt of the grievance and be informal for the
21 purpose of settling differences in the simplest and most direct
22 manner. The Division Head or his designee shall reach a
23 decision and communicate it in writing to the Union within seven
24 (7) calendar days from the date of the informal discussion, with
25 a copy to the aggrieved employee(s).

26 Exception: Grievances involving suspension, demotion or

1 termination will be filed initially at Step 2.

2 Step 2: If the aggrieved employee(s) and/or the Union is
3 not satisfied with the decision rendered at the first step, the
4 employee(s) and/or the Union shall present the written grievance
5 to the Department Head within seven (7) calendar days from
6 receipt of the decision rendered at the first step. The
7 Department Head or his designee shall acknowledge receipt of the
8 grievance by stamping it with the date and time, with a copy to
9 the Union. The Department Head shall, within seven (7) calendar
10 days conduct a meeting between himself, the aggrieved
11 employee(s) and the Union representative. The Department Head
12 shall give the decision to the Union in writing, with a copy to
13 the aggrieved employee(s) not later than seven (7) calendar days
14 following the meeting date.

15 Step 3: If the aggrieved employee(s) and/or the Union is
16 not satisfied with the decision rendered at Step 2, the
17 aggrieved employee(s) and/or the Union may, within seven (7)
18 calendar days from the written decision rendered at Step 2,
19 forward the written grievance to the office of the City Manager
20 (stamped in with date and time), with a copy to the Union. The
21 City Manager or his designee shall meet with the aggrieved
22 employee(s) and his Union representative(s) within seven (7)
23 calendar days after receipt of the grievance. The City Manager
24 or his designee shall furnish a copy of his decision, in
25 writing, to the Union, with a copy to the aggrieved employee(s)
26 within seven (7) calendar days after the meeting.

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

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

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

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

15 (c) A grievance not advanced to the higher step within the
16 time frames provided shall be deemed permanently withdrawn as
17 having been settled on the basis of the decision most recently
18 given. Failure on the part of the employer or his designee to
19 answer or meet within the time limits provided at Step 2 or 3
20 will cause the grievance to be considered resolved in favor of
21 the grievant or the Union and all parties will abide by the
22 "corrective action or actions requested" on the grievance form
23 or attachments.

24 (d) Notice that a grievance shall be advanced to the next
25 point in the process shall be given by (a) hand delivery or (b)
26 certified mail, return receipt requested or (c) in the case of

1 notice to the Union by date stamping and depositing in the Union
2 mailbox in the Human Resources Department. Hand deliveries will
3 be documented by a date-stamped photocopy or by a dated
4 signature of the recipient. Grievances delivered via certified
5 mail shall be considered properly advanced as of their postmark,
6 but shall not be considered to have been received by the next
7 party until the actual date of delivery or date of refusal of
8 delivery. Grievances deposited in the Union mailbox shall be
9 considered properly advanced when date stamped, but shall not be
10 considered received until picked up by the Union, as indicated
11 by date stamp, with a copy to the City. The clock will start
12 the day after delivery or pick up.

13 (e) On-duty personnel called by Grievant or the Union as a
14 witness shall remain in pay status only during their normal duty
15 hours while appearing at the hearing. Such personnel shall
16 respond to subpoena on as-needed basis to minimize waiting time
17 so as not to disrupt the operations of their department.
18 Hearings shall be held in hearing rooms provided by the City, in
19 City facilities at no charge to the Union.

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

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

1 (h) An employee who has rights under this grievance
2 procedure shall have the option of utilizing this grievance
3 procedure or, if available to the employee, the Civil Service
4 Procedure, but not both.

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

9 (j) Grievances shall be settled as expeditiously as
10 possible.

11 (k) The parties understand that, failure to discuss and
12 process grievances in good faith is a violation of 447.501(1)
13 and (f).
14

1 ARTICLE 30: SPECIAL LEAVE

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
6 further written request, the Department Head may extend such
7 leave up to an additional eight (8) months. The total combined
8 leave of absence shall not exceed twelve (12) months. Upon
9 return, the employee shall present a letter from his/her
10 physician stating that the employee is fit to return to full,
11 unrestricted duty. In the case of a leave of absence of four
12 (4) months or less, the employee shall be entitled to return to
13 the same position (work station, department, section or unit) as
14 previously occupied.

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

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

24 Sec. 4: During said leave, the employee shall not accrue
25 vacation or sick leave or be entitled to any other benefits of
26 employment other than health and life insurance as set forth in

1 Article 24. Employee's sick and vacation leave balances earned
2 and unused at the start of the disability leave shall remain
3 frozen, to be resumed upon the employee's return to duty.
4 Additionally, seniority will continue to accrue as if the
5 employee remained in full duty status.

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

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

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

26

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
6 and effect. The parties will sit to renegotiate a replacement
7 provision.

8 Sec. 2: If any provision of this Agreement, or the
9 application of such provision is in conflict with mandatory
10 Federal or State Laws, or mandatory provisions of the City
11 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
15 action of the State Legislature, the parties agree to meet to
16 negotiate a replacement provision. The effect of the provision
17 or the application thereof will be stayed pending the agreement
18 on the replacement provision.
19

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
17 consent of the Employee's Supervisor, provided the
18 Employee shall not receive the holiday more than one
19 (1) week prior to the actual birthday.
20

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

1 chargeable to sick leave.

2 Sec.3 : Non-sworn Police Department employees, employees
3 of Beach Safety and the Golf Course who have their holidays
4 added to their vacation will continue this practice, and in
5 addition, will receive two (2) floating holidays per calendar
6 year. Said holidays must be requested ten (10) working days in
7 advance of the date requested. In the event of manning and
8 scheduling conflicts, Management reserves the right to deny the
9 request for a particular day. In any event, subject personnel
10 will receive two (2) floating holidays off each contract year.

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

15 Sec. 5 : In the Sanitation Division, garbage collection
16 employees will observe the following holidays, as scheduled, as
17 a day off:

18 Martin Luther King Jr.'s Birthday

19 Christmas Day

20 Employee's Birthday

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

1 ARTICLE 33: OFFICIAL DUTY USE OF PERSONAL VEHICLE

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

7 Sec. 2: If the mileage allowance as authorized by State
8 Statute (F.S. 112.061) is changed from the current twenty-one
9 (.21) cents per mile, this contract allowance (Sec. 1 above)
10 shall be automatically adjusted to equal the State authorized
11 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
16 authorization from their Department/Division Head to use their
17 own vehicle in the performance of official City duties, the
18 employee's vehicle shall be protected by the City's motor
19 vehicle insurance plan.

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

ARTICLE 35: JURY DUTY

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

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

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

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

5 Sec. 5: The provisions of this Article are not applicable
6 to an employee who without being summoned volunteers for Jury
7 Duty.

8 Sec. 6: The provisions of this Article shall apply when
9 an employee who is scheduled to work is subpoenaed as a witness
10 for the City in the Federal, Circuit or County Courts. In these
11 circumstances, if an employee is off-duty, call-out rate shall
12 apply.

13
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1 **ARTICLE 36: LONGEVITY COMPENSATION**

2 **Sec. 1:** Employees with ten (10) years and fifteen (15)
3 years of continuous service with the City shall receive
4 additional compensation. For employees with ten (10) years of
5 continuous service, this shall be five percent (5%) above the
6 standard base pay as provided in the pay plan. For employees
7 with fifteen (15) years of continuous service, this shall be an
8 additional five percent (5%) given for ten (10) years of service
9 (as enumerated above) of the standard base pay as provided in
10 the pay plan. Standard base pay shall be construed to be the
11 (A) through (G) steps as indicated in the pay plan for a
12 particular pay grade, without regard to actual compensation
13 received by the member.

14

1 ARTICLE 37: VACATIONS

2 All regular full time Employees are eligible for paid
3 vacation following their employment anniversary date as set
4 forth below:

5 Sec. 1: Employees who regularly work forty (40) hours per
6 week are eligible for vacation:

- 7 (a) more than 1 but less than 7 completed years 10 days
8 (b) more than 7 but less than 10 completed years 12 days
9 (c) more than 10 but less than 15 completed years 15 days
10 (d) more than 15 but less than 20 completed years 17 days
11 (e) more than 20 years and thereafter 20 days

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

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

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

26

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

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

1 this contract shall apply.

2 (d) When the Shop Steward (or Chief Steward)
3 responds pursuant to an employee's request ((b) or (c) above),
4 the Steward shall only advise the employee of his rights under
5 the Contract; the Steward shall not interfere in the conduct of
6 the meeting nor shall he question or raise questions to the
7 supervisor or other higher management authority.

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

26 Sec. 3: The City agrees to furnish the Union with a

1 copy of any written disciplinary action notice issued to any
2 employee in the Bargaining Unit.

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

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

11 Sec. 6: In disciplinary action appeals from
12 discharge, suspension or demotion, if the action is reversed and
13 the Civil Service Board or an arbitration directs, then, all
14 reference to the allegations will be removed from the Employee's
15 personnel file, if permitted by Florida Public Records Law.

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

22 Sec. 8: Whenever the imposed discipline is in the
23 form of a suspension without pay, the employee may elect to
24 forfeit accrued vacation, blood, compensatory or holiday leave,
25 if any, equal to the suspension, in lieu of the loss of pay; if
26 the employee elects this option, such election shall be

1 conditioned upon full waiver of any and all rights to appeal the
2 suspension.

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

1 Supervisor, others may be allowed to leave the plant site for a
2 specified period of time.

1 ARTICLE 40: SERVICES TO THE UNION

2 Sec. 1: The City agrees to furnish one copy each to
3 the 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
13 Police Officers and Certified Fire Personnel

14
15 City-wide Administrative Orders and Personnel
16 Policy Procedures Pertaining to the Bargaining
17 Unit.

18
19 Semi-annual list of all employees in the
20 Bargaining Unit, including classification, date
21 of hire, and departmental assignment; home
22 address, zip code, and home telephone number will
23 be provided in the months of April and October,
24 each year.

25
26 Bi-weekly list of employees hired into or
27 separated from the Bargaining Unit.

28
29 General Employees' Pension Board Agendas, Minutes
30 and Quarterly Reports including annual Actuary
31 Report upon acceptance by the Pension Board.

32
33 Citizen's Budget Advisory Board Agendas and
34 Minutes

35
36 Other board agendas and minutes that may pertain
37 to the Bargaining Unit, as requested by the
38 Union.
39
40

1 Sec. 2: The Union President or authorized
2 representative agrees to pick up the copies referred to in Sec.
3 1 above from the Assistant Human Resources Director upon
4 notification of their availability.

5 Sec. 3: The parties agree that the City will not
6 have
7 any liability if they inadvertently neglect to provide any of
8 the
9 above mentioned services to the Union.

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

12 Sec. 5: The Union shall continue to maintain a
13 locked mailbox in the Human Resources Department for all
14 correspondence from the City to the Union. Notices shall be
15 date stamped by both the City and the Union.

16 Sec. 6: Upon execution of this Agreement, the City
17 will forward to the Union a 5-1/4" floppy disk, double density,
18 containing the Agreement.

19

1 **ARTICLE 41: SERVICE POINTS - CIVIL SERVICE EXAMS**

2 **Sec. 1:** All employees of this bargaining unit shall
3 receive one-half (1/2) point per full year of City of Hollywood
4 service credited on any Civil Service exam taken, regardless if
5 the exam is an "open competitive" or "closed promotional."
6 These service points will be added in addition to the test score
7 of such exams, and the total of both shall be the final score of
8 employees. These City of Hollywood service points shall be
9 separate from any Veteran's points due to employees. In order
10 to utilize service points, employees must first obtain a passing
11 grade.
12
13

1 ARTICLE 42: SENIORITY

2 Sec. 1: DEFINITION

3 (a) Seniority as used herein is defined as the
4 right accruing to employees through length of continuous service,
5 which 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
8 with the date of hire.

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

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

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

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

24 Sec. 2: USE OF SENIORITY

25 Seniority will be given due consideration, along with
26 operational needs, in making work assignments and shift

1 assignment. Seniority will also be used as provided in Article
2 14, Work Week and Overtime, Article 28, Lay-Off and Recall, and
3 Article 37, Vacations.

1
2 ARTICLE 43: JOB TRANSFERS
3

4 MOVED TO ARTICLE 16

1 ARTICLE 44: PREVAILING BENEFITS

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

7 Sec. 2: The City will maintain its existing policy
8 with respect to:

- 9 (a) Shower time for Water and Wastewater-
10 Treatment personnel;
- 11 (b) Compensatory time for blood donation; 4
12 hours;
- 13 (c) Permanent, non-rotating shifts by assignment
14 (1) utilities plant personnel
15 (2) police civilian personnel, excluding
16 detention personnel, I.D. technicians,
17 and Community Service Officers.

1 ARTICLE 45: WORKER'S COMPENSATION/SUPPLEMENTAL COMPENSATION

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

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

18 Sec. 3: The City shall be given an opportunity at the
19 end of eight (8) weeks to review the grant of supplemental
20 compensation. Should the City Manager, or his/her designee,
21 upon fair and equitable review, fail to extend the benefit
22 provided by Section 2 hereof, the employee shall be given at
23 least one week's written notice prior to curtailment of the
24 employee's benefits with copy to the Union; provided, however,
25 that if the employee files an appeal of this decision pursuant
26 to Sec. 4 (below), the supplemental compensation shall be

1 continued until such time as the arbitrator makes a
2 determination. In the event the arbitration finds in favor of
3 the City, the employee shall make a mutually satisfactory
4 arrangement to pay back the supplemental compensation received
5 after the date the City had initially determined to stop such
6 payment.

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

15

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,
4 and the relative significance to the City's operation of each
5 job within the bargaining unit. Whenever there is a proposed
6 change in the job description or title of a class within the
7 bargaining unit, the City will discuss the proposed change with
8 the Union at least twenty (20) calendar days prior to
9 implementation of such change; copies of the changed
10 specifications will be furnished to the Union prior to the
11 discussion(s).

12 Sec. 2: A request for study of an individual
13 position may be initiated by an employee, if the employee
14 believes that the position has changed so substantially as to
15 warrant an evaluation and revision of the classification title
16 and/or specifications. Such request shall first be submitted to
17 the employee's Department Head for review and comment and then
18 forwarded to the Human Resources Department for internal study
19 and review; the request shall contain specifics and detail in
20 support thereof. Failure to provide such back-up material shall
21 cause the request to be automatically rejected.

22 Sec. 3: A request for study of an individual
23 position may be initiated by the Department Head, if the
24 Department Head believes that the position has changed so
25 substantially as to warrant an evaluation and revision of the
26 classification title and/or specifications. Such request shall

1 first be discussed with the concerned employee, for comment, and
2 then forwarded to the Human Resources Department for internal
3 study and review; the request shall contain specifics and detail
4 in support thereof. Failure to provide such back-up material
5 shall cause the request to be automatically rejected.

6 Sec. 4: Requests for study of an individual position
7 as outlined in Sections 2 or 3 above, shall be forwarded to
8 Human Resources not later than January 31 of the calendar year.
9 The Human Resources Department shall report its findings and
10 recommendations within sixty (60) days of its receipt of the
11 request, to the City Manager with copies to the Department Head
12 and the employee. Any changes recommended, and approved by the
13 City Manager, will be effected at the start of the following
14 fiscal year (October 1).

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

18

1 ARTICLE 47: SHIFT DIFFERENTIAL

2 Sec. 1: Employees assigned to shiftwork where the
3 majority of their work hours fall between 4:00 P.M. and 12
4 midnight, shall receive an additional \$0.20 per hour.

5 Sec. 2: Employees assigned to shiftwork where the
6 majority of their work hours fall between 12 midnight to
7 8:00 A.M., shall receive an additional \$0.30 per hour.

8 Sec. 3: Employees whose shift is scheduled from
9 8:00 P.M. to 4:00 A.M. shall be given an additional \$0.25 per
10 hour.

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

14 Sec. 5: Employees whose shift is scheduled from
15 4:00 A.M. to 12 noon shall be given a shift differential of
16 \$0.30 per hour only for hours worked between 4:00 A.M. to
17 8:00 A.M.

18 Sec. 6: The provisions of this section shall not
19 apply to any employee who is called in to work non-shift
20 overtime.
21

1 ARTICLE 48: DURATION OF AGREEMENT/EFFECTIVE DATES

2 Sec. 1: This Agreement shall be effective as of the
3 date of ratification by both parties. However, the provisions
4 of Article 10 shall be retroactive to October 1, 1992. All
5 provisions of this Agreement shall remain in full force and
6 effect until September 30, 1993.

7 Sec. 2: This Agreement shall automatically be
8 renewed from year to year unless either party shall have
9 notified the other, in writing, not later than March 15, 1993,
10 that it desires to modify the Agreement with negotiations to
11 begin in April 1993.

12 Sec. 3: In the event a successor agreement is not in
13 effect as of October 1, 1993, the provisions of this Agreement
14 shall continue in effect in accordance with Chapter 447, Part
15 II, Florida Statutes.
16

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 22 day of April, 1993

WITNESSES:

Kimberly Vangau
Suzanne Torres

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

As to Local 2432

By: Jack Cassin
President

Date: April 22, 1993

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

By: Alma Siskanti
Mayor

Attest: Sharon J. Lombard
City Clerk

Approved: W. Moore JSK
City Manager

Approved: [Signature]
Finance Director

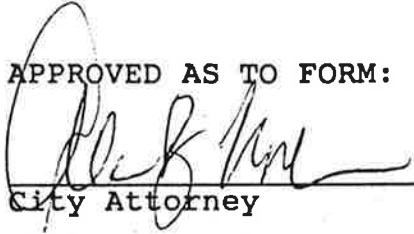
Suzanne Torres
As to the City

W. S. Cairns
As to the City

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EMPLOYEE ORGANIZATION AGREEMENT between THE CITY OF HOLLYWOOD and
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
LOCAL 2432 - October 1, 1991 through September 30, 1993

APPROVED AS TO FORM:



City Attorney

APPROVED AS TO FORM:


Special Labor Counsel
SPECIAL LABOR COUNSEL

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FLORIDA PUBLIC EMPLOYEE REPORTER

Decisions of the

Florida Public Employees Relations Commission and Courts

Nov. 21, 1975

Published by The Legal Intelligencer, 66 North Juniper Street
Philadelphia, Pa. 19107 (215) 561-4050

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.

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3
01	A 11126.00	11682.00	12266.00	12880.00	13524.00	14200.00	14910.00	15655.00	16338.00	17260.00	18123.00	19029.00
	B 427.92	469.32	471.78	495.38	520.14	566.15	573.46	602.13	632.23	663.84	697.03	731.88
	H 5.3693	5.6165	5.8973	6.1922	6.5018	6.8269	7.1682	7.5266	7.9029	8.2980	8.7129	9.1485
02	A 11384.00	11953.00	12551.00	13178.00	13837.00	14529.00	15256.00	16018.00	16819.00	17660.00	18543.00	19470.00
	B 437.84	459.74	482.72	506.86	532.20	558.81	586.75	616.09	646.90	679.24	713.20	748.86
	H 5.4733	5.7467	6.0360	6.3357	6.6525	6.9851	7.3344	7.7011	8.0862	8.4905	8.9150	9.3608
03	A 11613.00	12194.00	12803.00	13444.00	14116.00	14822.00	15563.00	16341.00	17158.00	18016.00	18917.00	19863.00
	B 446.66	468.99	492.44	517.06	542.92	570.06	598.57	628.50	659.92	692.92	727.57	763.94
	H 5.5832	5.8624	6.1555	6.4633	6.7865	7.1258	7.4821	7.8562	8.2490	8.6615	9.0946	9.5493
04	A 11871.00	12465.00	13088.00	13742.00	14429.00	15151.00	15908.00	16704.00	17539.00	18416.00	19337.00	20303.00
	B 456.58	479.41	503.38	528.54	554.97	582.72	611.86	642.45	674.57	708.30	743.71	780.90
	H 5.7972	5.9926	6.2922	6.6068	6.9371	7.2840	7.6482	8.0306	8.4321	8.8537	9.2964	9.7612
05	A 12127.00	12734.00	13370.00	14039.00	14741.00	15478.00	16252.00	17065.00	17918.00	18814.00	19755.00	20742.00
	B 466.44	489.76	514.25	539.96	566.96	595.31	625.08	656.34	689.15	723.61	759.79	797.78
	H 5.8305	6.1220	6.4281	6.7495	7.0870	7.4414	7.8135	8.2042	8.6144	9.0451	9.4974	9.9723
06	A 12387.00	13006.00	13657.00	14340.00	15057.00	15809.00	16600.00	17430.00	18301.00	19216.00	20177.00	21186.00
	B 476.42	500.25	525.26	551.53	579.10	608.06	638.46	670.38	703.90	739.09	776.04	814.84
	H 5.9553	6.2531	6.5658	6.8961	7.2388	7.6037	7.9807	8.3797	8.7987	9.2386	9.7005	10.1855
07	A 12616.00	13247.00	13909.00	14605.00	15335.00	16101.00	16907.00	17752.00	18640.00	19572.00	20550.00	21578.00
	B 485.22	509.49	534.96	561.71	589.80	619.29	650.26	682.77	716.90	752.75	790.39	829.91
	H 6.0653	6.3686	6.6870	7.0214	7.3725	7.7411	8.1282	8.5346	8.9613	9.4094	9.8799	10.3739
08	A 12902.00	13547.00	14224.00	14936.00	15682.00	16467.00	17293.00	18154.00	19062.00	20015.00	21016.00	22067.00
	B 496.23	521.04	547.10	574.45	603.17	633.33	664.99	698.24	733.15	769.81	808.30	848.71
	H 6.2029	6.5130	6.8387	7.1806	7.5396	7.9166	8.3124	8.7280	9.1644	9.6226	10.1037	10.6089
09	A 13161.00	13819.00	14510.00	15235.00	15997.00	16797.00	17637.00	18519.00	19445.00	20417.00	21438.00	22510.00
	B 506.18	531.50	558.07	585.98	615.27	646.03	678.34	712.26	747.87	785.26	824.53	865.75
	H 6.3273	6.6437	6.9759	7.3247	7.6909	8.0754	8.4792	8.9032	9.3484	9.8158	10.3066	10.8219
10	A 13675.00	14149.00	14857.00	15599.00	16379.00	17198.00	18058.00	18961.00	19909.00	20905.00	21950.00	23047.00
	B 518.29	544.20	571.41	599.98	629.98	661.47	694.54	729.27	765.74	804.02	844.22	886.43
	H 6.4786	6.8025	7.1426	7.4997	7.8747	8.2684	8.6818	9.1159	9.5717	10.0503	10.5528	11.0804

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3	
11	A	13752.00	14650.00	15173.00	15931.00	16728.00	17566.00	18442.00	19364.00	20333.00	21369.00	22417.00	23538.00
	B	529.30	555.77	583.56	612.74	643.38	675.54	709.32	744.78	782.02	821.13	862.18	905.30
	H	6.5163	6.9471	7.2945	7.6592	8.0422	8.4443	8.8665	9.3098	9.7753	10.2641	10.7773	11.3162
12	A	14076.00	14780.00	15519.00	16295.00	17110.00	17966.00	18864.00	19807.00	20798.00	21837.00	22929.00	24076.00
	B	541.40	568.47	596.90	626.74	658.08	690.98	725.54	761.82	799.90	839.90	881.89	925.98
	H	6.7675	7.1059	7.4612	7.8343	8.2260	8.6373	9.0692	9.5227	9.9988	10.4987	11.0236	11.5748
13	A	14363.00	15081.00	15835.00	16627.00	17458.00	18331.00	19248.00	20211.00	21221.00	22282.00	23396.00	24566.00
	B	552.42	580.05	609.05	639.50	671.48	705.06	740.31	777.33	816.19	857.00	899.85	944.84
	H	6.9353	7.2506	7.6131	7.9938	8.3935	8.8132	9.2539	9.7166	10.2024	10.7125	11.2481	11.8105
14	A	14679.00	15412.00	16183.00	16992.00	17841.00	18734.00	19673.00	20654.00	21686.00	22771.00	23909.00	25105.00
	B	561.54	592.77	622.41	653.53	686.21	720.52	756.54	794.37	834.09	875.79	919.58	965.56
	H	7.0569	7.4096	7.7801	8.1691	8.5776	9.0065	9.4568	9.9296	10.4261	10.9474	11.4948	12.0695
15	A	14965.00	15714.00	16499.00	17324.00	18190.00	19100.00	20055.00	21058.00	22110.00	23216.00	24377.00	25596.00
	B	575.59	604.37	634.58	666.31	699.62	734.61	771.34	809.90	850.40	892.92	937.57	984.45
	H	7.1949	7.5546	7.9323	8.3289	8.7453	9.1826	9.6417	10.1238	10.6300	11.1615	11.7196	12.3056
16	A	15308.00	16074.00	16877.00	17721.00	18607.00	19538.00	20515.00	21540.00	22617.00	23748.00	24936.00	26182.00
	B	588.78	618.22	649.13	681.58	715.66	751.45	789.02	828.47	869.90	913.39	959.06	1007.02
	H	7.3597	7.7277	8.1141	8.5198	8.9458	9.3931	9.8628	10.3559	10.8737	11.4174	11.9883	12.5877
17	A	15653.00	16435.00	17257.00	18120.00	19026.00	19977.00	20976.00	22025.00	23126.00	24282.00	25496.00	26771.00
	B	602.02	632.13	663.74	696.92	731.77	768.36	806.78	847.11	889.46	933.94	980.63	1029.66
	H	7.5253	7.9016	8.2967	8.7115	9.1471	9.6045	10.0847	10.5889	11.1183	11.6742	12.2579	12.8708
18	A	15996.00	16796.00	17636.00	18518.00	19443.00	20416.00	21436.00	22508.00	23634.00	24815.00	26056.00	27359.00
	B	615.24	646.00	678.30	712.22	747.82	785.22	824.48	865.70	908.99	954.44	1002.16	1052.27
	H	7.6905	8.0750	8.4788	8.9027	9.3478	9.8152	10.3060	10.8213	11.3624	11.9305	12.5270	13.1534
19	A	16360.00	17157.00	18014.00	18915.00	19861.00	20854.00	21897.00	22991.00	24141.00	25348.00	26615.00	27946.00
	B	628.45	659.87	692.86	727.50	763.88	802.07	842.18	884.29	928.50	974.93	1023.67	1074.86
	H	7.8556	8.2484	8.6608	9.0938	9.5485	10.0259	10.5272	11.0536	11.6063	12.1866	12.7959	13.4357
20	A	16712.00	17548.00	18425.00	19346.00	20314.00	21329.00	22396.00	23516.00	24691.00	25926.00	27222.00	28583.00
	B	642.78	674.91	708.66	744.09	781.30	820.36	861.38	904.45	949.67	997.15	1047.01	1099.36
	H	8.0347	8.4364	8.8582	9.3011	9.7662	10.2545	10.7672	11.3056	11.8709	12.4644	13.0876	13.7420

DATE RUN: 6/08/93

SCHEDULE OF PAY GRADES
EFFECTIVE OCT. 1, 1992 TO APR. 1, 1993

PERCENT OF INCREASE: 3.0

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3	
21	A	17085.00	17939.00	18836.00	19778.00	20767.00	21805.00	22895.00	24040.00	25242.00	26504.00	27830.00	29221.00
	B	657.11	689.97	724.46	763.69	798.72	838.66	880.59	924.62	970.86	1019.40	1070.37	1123.89
	H	8.2139	8.6246	9.0558	9.5086	9.9840	10.4832	11.0074	11.5578	12.1357	12.7425	13.3796	14.0486
22	A	17486.00	18361.00	19279.00	20243.00	21255.00	22317.00	23433.00	24605.00	25835.00	27127.00	28483.00	29907.00
	B	672.55	706.18	741.49	778.56	817.49	858.36	901.28	946.34	993.66	1043.34	1095.51	1150.29
	H	8.4369	8.8272	9.2686	9.7320	10.2186	10.7295	11.2660	11.8293	12.4208	13.0418	13.6939	14.3786
23	A	17858.00	18751.00	19688.00	20673.00	21706.00	22792.00	23931.00	25128.00	26384.00	27704.00	29089.00	30543.00
	B	686.85	721.19	757.25	795.11	834.86	876.61	920.44	966.46	1014.78	1065.52	1118.80	1174.74
	H	8.5856	9.0149	9.4656	9.9389	10.4358	10.9576	11.5055	12.0838	12.6848	13.3190	13.9850	14.6843
24	A	18259.00	19172.00	20131.00	21138.00	22194.00	23304.00	24469.00	25693.00	26977.00	28326.00	29743.00	31230.00
	B	702.29	737.40	774.27	812.98	853.63	896.31	941.13	988.18	1037.59	1089.47	1143.94	1201.14
	H	8.7786	9.2175	9.6784	10.1623	10.6704	11.2039	11.7641	12.3523	12.9699	13.6184	14.2993	15.0143
25	A	18650.00	19593.00	20573.00	21602.00	22682.00	23816.00	25007.00	26257.00	27570.00	28948.00	30396.00	31916.00
	B	717.70	753.59	791.27	830.83	872.38	915.99	961.79	1009.88	1060.38	1113.39	1169.06	1227.52
	H	8.2713	8.4199	8.8939	9.3854	9.9047	10.4499	11.0224	11.6335	12.2847	12.9374	13.6133	14.3140
26	A	19099.00	20044.00	21046.00	22099.00	23204.00	24364.00	25582.00	26861.00	28204.00	29615.00	31095.00	32650.00
	B	734.22	770.94	809.48	849.95	892.45	937.07	983.93	1033.13	1084.78	1139.32	1195.98	1255.78
	H	9.1778	9.6367	10.1185	10.6264	11.1556	11.7134	12.2991	12.9141	13.5598	14.2378	14.9497	15.6972
27	A	19491.00	20465.00	21488.00	22563.00	23691.00	24876.00	26120.00	27426.00	28797.00	30237.00	31748.00	33336.00
	B	749.64	787.12	826.48	867.81	911.20	956.76	1004.60	1054.83	1107.58	1162.95	1221.10	1282.15
	H	9.3705	9.8390	10.3310	10.8476	11.3900	11.9595	12.5575	13.1854	13.8447	14.5369	15.2637	16.0269
28	A	19949.00	20946.00	21994.00	23093.00	24248.00	25460.00	26733.00	28070.00	29473.00	30947.00	32494.00	34119.00
	B	767.26	805.62	845.90	888.20	932.61	979.24	1029.20	1079.61	1133.59	1190.27	1249.78	1312.27
	H	9.5905	10.0703	10.5738	11.1025	11.6576	12.2405	12.8525	13.4951	14.1699	14.8784	15.6223	16.4034
29	A	20407.00	21428.00	22499.00	23624.00	24805.00	26046.00	27348.00	28715.00	30151.00	31659.00	33242.00	34904.00
	B	784.90	824.14	865.35	908.62	954.05	1001.75	1051.84	1104.43	1159.66	1217.64	1278.52	1342.45
	H	9.8112	10.3018	10.8169	11.3577	11.9256	12.5219	13.1480	13.8054	14.4957	15.2205	15.9815	16.7806
30	A	20894.00	21939.00	23036.00	24188.00	25397.00	26667.00	28000.00	29400.00	30870.00	32414.00	34035.00	35736.00
	B	803.62	843.81	886.00	930.30	976.82	1025.66	1076.94	1130.78	1187.32	1246.69	1309.02	1374.47
	H	10.0653	10.5476	11.0750	11.6288	12.2102	12.8207	13.4617	14.1348	14.8415	15.5836	16.3628	17.1809

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3	
31	A	21353.00	22421.00	23542.00	24719.00	25955.00	27253.00	28615.00	30046.00	31548.00	33126.00	34782.00	36521.00
	B	821.27	862.34	905.46	950.73	998.26	1048.18	1100.58	1155.62	1213.40	1274.07	1337.78	1404.66
	H	10.2659	10.7792	11.3182	11.8861	12.4783	13.1022	13.7573	14.4452	15.1675	15.9259	16.7222	17.5583
32	A	21840.00	22932.00	24078.00	25282.00	26546.00	27873.00	29267.00	30730.00	32267.00	33880.00	35574.00	37353.00
	B	839.99	881.99	926.09	972.39	1021.31	1072.06	1125.66	1181.94	1241.03	1303.08	1368.23	1436.64
	H	10.1992	11.0249	11.5761	12.1549	12.7626	13.4037	14.0707	14.7742	15.5129	16.2885	17.1029	17.9580
33	A	22327.00	23443.00	24615.00	25846.00	27138.00	28495.00	29920.00	31416.00	32987.00	34636.00	36368.00	38186.00
	B	858.72	901.66	946.74	994.07	1043.78	1095.97	1150.77	1208.30	1268.72	1332.16	1398.77	1468.70
	H	10.7343	11.2707	11.8342	12.4259	13.0472	13.6996	14.3846	15.1038	15.8590	16.6520	17.4846	18.3588
34	A	22842.00	23984.00	25193.00	26463.00	27765.00	29153.00	30611.00	32141.00	33748.00	35436.00	37207.00	39068.00
	B	878.51	922.47	968.59	1017.02	1067.87	1121.26	1177.33	1236.19	1298.00	1362.90	1431.05	1502.60
	H	10.9818	11.5309	12.1074	12.7128	13.3484	14.0158	14.7166	15.4524	16.2250	17.0363	17.8881	18.7825
35	A	23358.00	24526.00	25752.00	27040.00	28392.00	29811.00	31302.00	32867.00	34511.00	36236.00	38048.00	39950.00
	B	898.38	943.30	990.47	1039.99	1091.99	1146.59	1203.92	1264.12	1327.33	1393.70	1463.38	1536.55
	H	11.2298	11.7913	12.3809	12.9999	13.6499	14.3324	15.0490	15.8015	16.5916	17.4212	18.2923	19.2069
36	A	23903.00	25098.00	26353.00	27670.00	29054.00	30507.00	32032.00	33633.00	35315.00	37081.00	38935.00	40882.00
	B	919.33	965.30	1013.56	1064.24	1117.46	1173.33	1231.99	1293.59	1358.27	1426.18	1497.50	1572.37
	H	11.4916	12.0662	12.6695	13.3030	13.9682	14.6666	15.3999	16.1699	16.9784	17.8273	18.7187	19.6546
37	A	24446.00	25669.00	26952.00	28300.00	29715.00	31201.00	32761.00	34399.00	36119.00	37924.00	39821.00	41812.00
	B	940.23	987.26	1036.62	1088.46	1142.88	1200.02	1260.02	1323.02	1389.18	1458.63	1531.56	1608.14
	H	11.7531	12.3408	12.9578	13.6037	14.2860	15.0093	15.7503	16.5378	17.3647	18.2329	19.1445	20.1017
38	A	25020.00	26271.00	27585.00	28964.00	30412.00	31933.00	33529.00	35206.00	36966.00	38814.00	40755.00	42793.00
	B	962.31	1010.42	1060.94	1113.99	1169.69	1228.18	1289.58	1354.06	1421.77	1492.86	1567.50	1645.87
	H	12.0289	12.6303	13.2618	13.9249	14.6211	15.3522	16.1198	16.9258	17.7721	18.6607	19.5937	20.5734
39	A	25593.00	26872.00	28216.00	29627.00	31108.00	32663.00	34297.00	36011.00	37812.00	39703.00	41688.00	43772.00
	B	984.33	1033.54	1085.22	1139.49	1196.46	1256.29	1319.10	1385.06	1454.31	1527.02	1603.38	1683.54
	H	12.3341	12.9193	13.5353	14.1836	14.9558	15.7036	16.4888	17.3132	18.1789	19.0878	20.0422	21.0443
40	A	26194.00	27504.00	28879.00	30323.00	31839.00	33431.00	35103.00	36858.00	38701.00	40636.00	42667.00	44801.00
	B	1037.46	1057.84	1110.74	1166.27	1224.58	1285.82	1350.10	1417.61	1488.49	1562.91	1641.06	1723.11
	H	12.5933	13.2230	13.8842	14.5784	15.3073	16.0727	16.8763	17.7201	18.6061	19.5364	20.5132	21.5389

DATE RUN: 4/28/93

SCHEDULE OF PAY GRADES
EFFECTIVE OCT. 1, 1992 TO APR. 1, 1993

PERCENT OF INCREASE: 3.0

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3	
41	A	26767.00	28105.00	29510.00	30986.00	32535.00	34162.00	35870.00	37664.00	39547.00	41524.00	43600.00	45780.00
	B	1029.49	1080.96	1135.01	1191.76	1251.35	1313.92	1379.62	1448.60	1521.03	1597.08	1676.94	1760.78
	H	12.8686	13.5120	14.1876	14.8970	15.6419	16.4240	17.2452	18.1075	19.0129	19.9635	20.9617	22.0098
42	A	27398.00	28768.00	30206.00	31716.00	33302.00	34967.00	36716.00	38552.00	40479.00	42503.00	44628.00	46860.00
	B	1053.77	1106.46	1161.78	1219.86	1280.86	1344.90	1412.14	1482.75	1556.89	1634.74	1716.47	1802.30
	H	13.1721	13.8307	14.5222	15.2483	16.0107	16.8112	17.6518	18.5344	19.4611	20.4342	21.4559	22.5287
43	A	28028.00	29430.00	30901.00	32446.00	34068.00	35772.00	37560.00	39438.00	41410.00	43481.00	45655.00	47938.00
	B	1078.00	1131.90	1188.50	1247.92	1310.32	1375.34	1444.63	1516.86	1592.70	1672.34	1755.95	1843.75
	H	13.6750	14.1488	14.8562	15.5990	16.3790	17.1980	18.0579	18.9608	19.9088	20.9042	21.9494	23.0469
44	A	28687.00	30122.00	31628.00	33209.00	34870.00	36613.00	38444.00	40366.00	42384.00	44503.00	46728.00	49065.00
	B	1133.35	1158.52	1216.45	1277.27	1341.14	1408.19	1478.60	1552.53	1630.15	1711.66	1797.24	1887.10
	H	13.7919	14.4815	15.2056	15.9659	16.7642	17.6024	18.4825	19.4066	20.3769	21.3957	22.4655	23.5888
45	A	29365.00	30812.00	32353.00	33971.00	35669.00	37453.00	39325.00	41292.00	43356.00	45524.00	47800.00	50190.00
	B	1128.66	1185.10	1244.35	1306.57	1371.90	1440.49	1512.51	1588.14	1667.54	1750.92	1838.46	1930.38
	H	14.1383	14.8137	15.5544	16.3321	17.1487	18.0061	18.9064	19.8517	20.8443	21.8865	22.9808	24.1298
46	A	30061.00	31564.00	33143.00	34800.00	36540.00	38367.00	40285.00	42299.00	44414.00	46635.00	48967.00	51415.00
	B	1156.20	1214.01	1274.71	1338.45	1405.37	1475.64	1549.42	1626.90	1708.24	1793.66	1883.34	1977.50
	H	14.4525	15.1751	15.9339	16.7306	17.5671	18.4455	19.3678	20.3362	21.3530	22.4207	23.5417	24.7188
47	A	30749.00	32286.00	33900.00	35595.00	37375.00	39244.00	41206.00	43266.00	45430.00	47701.00	50087.00	52591.00
	B	1182.64	1241.78	1303.86	1369.06	1437.51	1509.38	1584.86	1664.10	1747.30	1834.67	1926.41	2022.73
	H	14.7830	15.5222	16.2983	17.1132	17.9689	18.8673	19.8107	20.8012	21.8413	22.9334	24.0801	25.2841
48	A	31465.00	33038.00	34690.00	36425.00	38246.00	40158.00	42166.00	44274.00	46488.00	48812.00	51253.00	53816.00
	B	1210.18	1270.70	1334.23	1400.94	1470.99	1544.54	1621.77	1702.86	1788.00	1877.40	1971.27	2069.83
	H	15.1273	15.8837	16.6779	17.5118	18.3874	19.3068	20.2721	21.2857	22.3500	23.4675	24.6409	25.8729
49	A	32181.00	33790.00	35480.00	37254.00	39117.00	41073.00	43126.00	45282.00	47547.00	49924.00	52420.00	55041.00
	B	1237.74	1299.63	1366.62	1438.85	1504.49	1579.71	1658.70	1741.63	1828.71	1920.14	2016.15	2116.96
	H	15.4718	16.2454	17.0577	17.9106	18.8061	19.7464	20.7337	21.7704	22.8589	24.0018	25.2019	26.4620
50	A	32954.00	34602.00	36332.00	38149.00	40056.00	42059.00	44192.00	46370.00	48689.00	51123.00	53679.00	56363.00
	B	1267.47	1330.85	1397.39	1467.26	1540.62	1617.66	1698.54	1783.46	1872.66	1966.27	2064.58	2167.82
	H	15.8434	16.6356	17.4674	18.3408	19.2578	20.2207	21.2317	22.2933	23.4080	24.5784	25.8073	27.0977

SCHEDULE OF PAY GRADES
EFFECTIVE OCT. 1, 1992 TO APR. 1, 1993

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3
51	A 33725.00	35615.00	37186.00	39065.00	40997.00	43047.00	45199.00	47459.00	49832.00	52324.00	54940.00	57687.00
	B 1297.25	1362.11	1430.22	1501.73	1576.82	1655.56	1738.44	1825.36	1916.63	2012.46	2113.09	2218.74
	H 16.2156	17.0264	17.8777	18.7716	19.7102	20.6957	21.7305	22.8170	23.9579	25.1558	26.4136	27.7343
52	A 36501.00	36226.00	38038.00	39960.00	41937.00	44033.00	46235.00	48547.00	50974.00	53523.00	56199.00	59009.00
	B 1326.97	1393.32	1462.99	1536.14	1612.94	1693.59	1778.27	1867.18	1960.54	2058.57	2161.50	2269.57
	H 16.5871	17.4165	18.2873	19.2017	20.1618	21.1699	22.2284	23.3398	24.5068	25.7321	27.0187	28.3696
53	A 35304.00	37070.00	38923.00	40869.00	42913.00	45058.00	47311.00	49677.00	52161.00	54769.00	57507.00	60383.00
	B 1357.86	1425.75	1497.04	1571.90	1650.49	1733.02	1819.66	1910.65	2006.18	2106.50	2211.82	2322.42
	H 16.9732	17.8219	18.7150	19.6487	20.6311	21.6627	22.7458	23.8831	25.0773	26.3312	27.6478	29.0302
54	A 36134.00	37941.00	39838.00	41830.00	43921.00	46117.00	48423.00	50844.00	53387.00	56056.00	58859.00	61802.00
	B 1389.78	1459.27	1532.23	1608.84	1689.28	1773.74	1862.43	1955.55	2053.33	2155.99	2263.79	2376.98
	H 17.3723	18.2409	19.1529	20.1105	21.1160	22.1718	23.2804	24.4444	25.6666	26.9499	28.2974	29.7123
55	A 36994.00	38844.00	40786.00	42825.00	44966.00	47215.00	49576.00	52054.00	54657.00	57390.00	60259.00	63272.00
	B 1422.85	1493.99	1568.69	1647.12	1729.48	1815.95	1906.75	2002.09	2102.19	2207.30	2317.67	2433.55
	H 17.7856	18.6749	19.6186	20.6185	21.6685	22.7694	23.9234	25.1321	26.3964	27.7153	28.9709	30.4194
56	A 37853.00	39746.00	41733.00	43820.00	46011.00	48311.00	50727.00	53263.00	55926.00	58723.00	61659.00	64742.00
	B 1455.90	1528.69	1605.12	1685.38	1769.65	1858.13	1951.03	2048.58	2151.32	2258.57	2371.50	2490.07
	H 18.1987	19.1086	20.0640	21.0672	22.1206	23.2266	24.3879	25.6073	26.8877	28.2321	29.6437	31.1259
57	A 38752.00	40690.00	42724.00	44860.00	47103.00	49459.00	51932.00	54528.00	57255.00	60117.00	63123.00	66279.00
	B 1490.47	1564.99	1643.24	1725.60	1811.67	1902.26	1997.37	2097.24	2202.10	2312.21	2427.82	2549.21
	H 18.6339	19.5624	20.5405	21.5675	22.6459	23.7782	24.9671	26.2155	27.5263	28.9026	30.3477	31.8651
58	A 39658.00	41641.00	43723.00	45909.00	48205.00	50615.00	53146.00	55803.00	58593.00	61523.00	64599.00	67829.00
	B 1525.32	1601.58	1681.66	1765.74	1854.03	1946.74	2044.07	2146.27	2253.58	2366.26	2484.58	2608.81
	H 19.0565	20.0198	21.0208	22.0718	23.1754	24.3342	25.5509	26.8284	28.1698	29.5783	31.0572	32.6101
59	A 40605.00	42635.00	44767.00	47005.00	49355.00	51823.00	54414.00	57135.00	59992.00	62991.00	66141.00	69448.00
	B 1561.73	1639.82	1721.81	1807.90	1898.29	1993.20	2092.86	2197.50	2307.38	2422.74	2543.88	2671.07
	H 19.5216	20.4977	21.5226	22.5987	23.7286	24.9150	26.1608	27.4688	28.8422	30.2843	31.7985	33.3884
60	A 41577.00	43656.00	45839.00	48131.00	50537.00	53064.00	55717.00	58503.00	61428.00	64500.00	67725.00	71111.00
	B 1599.12	1679.08	1763.03	1851.18	1943.74	2040.93	2142.98	2250.13	2362.63	2480.76	2604.80	2735.04
	H 19.9890	20.9885	22.0379	23.1398	24.2968	25.5116	26.7872	28.1266	29.5329	31.0095	32.5600	34.1880

DATE RUN: 6/28/93

SCHEDULE OF PAY GRADES
EFFECTIVE APR. 1, 1993 TO OCT. 1, 1993

PERCENT OF INCREASE: 3.0

SANITATION DEPARTMENT

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3	
SAN-14	A	14924.00	15671.00	16454.00	17277.00	18141.00	19048.00	20000.00	21000.00	22050.00	23153.00	24311.00	25526.00
	M	287.01	301.36	316.43	332.25	348.86	366.30	384.62	403.85	424.04	445.25	467.51	490.89
	H	7.1752	7.5340	7.9107	8.3062	8.7215	9.1576	9.6155	10.0963	10.6011	11.1312	11.6878	12.2722
SAN-16	A	15578.00	16357.00	17175.00	18034.00	18935.00	19882.00	20876.00	21920.00	23016.00	24167.00	25375.00	26644.00
	M	299.58	314.56	330.29	346.80	364.14	382.35	401.47	421.54	442.62	464.75	487.98	512.38
	H	7.4895	7.8640	8.2572	8.6701	9.0936	9.5388	10.0067	10.5085	11.0454	11.6187	12.2296	12.8796
SAN-21	A	17376.00	18245.00	19157.00	20115.00	21121.00	22177.00	23286.00	24450.00	25673.00	26956.00	28304.00	29719.00
	M	334.16	350.87	368.41	386.83	406.17	426.48	447.80	470.20	493.70	518.39	544.31	571.52
	H	8.3540	8.7717	9.2103	9.6708	10.1543	10.6620	11.1951	11.7549	12.3426	12.9597	13.6077	14.2881
SAN-22	A	17784.00	18674.00	19607.00	20588.00	21617.00	22698.00	23833.00	25024.00	26275.00	27589.00	28969.00	30417.00
	M	342.01	359.11	377.06	395.92	415.71	436.50	458.32	481.24	505.30	530.56	557.09	584.94
	H	8.5502	8.9777	9.4266	9.8979	10.3928	10.9124	11.4580	12.0339	12.6324	13.2640	13.9272	14.6236
SAN-24	A	18564.00	19492.00	20466.00	21490.00	22564.00	23692.00	24877.00	26121.00	27427.00	28798.00	30238.00	31750.00
	M	356.99	374.84	393.58	413.26	433.93	455.62	478.40	502.32	527.44	553.81	581.50	610.58
	H	8.9248	9.3710	9.8396	10.3316	10.8482	11.3906	11.9601	12.5581	13.1860	13.8453	14.5376	15.2645
SAN-25	A	18981.00	19930.00	20927.00	21973.00	23072.00	24224.00	25437.00	26709.00	28044.00	29446.00	30918.00	32464.00
	M	365.02	383.28	402.44	422.56	443.69	465.88	489.17	513.63	539.31	566.27	594.58	624.31
	H	9.1256	9.5819	10.0610	10.5641	11.0923	11.6469	12.2292	12.8407	13.4827	14.1568	14.8646	15.6078
SAN-26	A	19420.00	20390.00	21410.00	22481.00	23605.00	24785.00	26024.00	27325.00	28692.00	30126.00	31633.00	33214.00
	M	373.45	392.12	411.73	432.32	453.94	476.63	500.46	525.49	551.76	579.35	608.32	638.74
	H	9.3363	9.8031	10.2933	10.8080	11.3484	11.9158	12.5116	13.1372	13.7941	14.4838	15.2080	15.9684
SAN-27	A	19856.00	20849.00	21892.00	22986.00	24135.00	25342.00	26609.00	27940.00	29337.00	30804.00	32344.00	33961.00
	M	381.85	400.94	420.99	442.04	464.14	487.35	511.72	537.31	564.17	592.38	622.00	653.10
	H	9.5463	10.0236	10.5248	11.0510	11.6036	12.1838	12.7930	13.4327	14.1043	14.8095	15.5500	16.3275
SAN-28	A	20296.00	21308.00	22374.00	23492.00	24667.00	25900.00	27195.00	28555.00	29983.00	31482.00	33056.00	34709.00
	M	390.26	409.77	430.26	451.77	474.36	498.08	522.98	549.13	576.59	605.42	635.69	667.47
	H	9.7565	10.2443	10.7565	11.2943	11.8590	12.4520	13.0746	13.7283	14.4147	15.1354	15.8922	16.6868
SAN-29	A	20750.00	21788.00	22877.00	24021.00	25222.00	26483.00	27857.00	29347.00	30957.00	32690.00	34540.00	36490.00
	M	399.06	418.99	439.94	461.94	485.03	509.28	534.75	561.48	589.56	619.04	649.99	682.49
	H	9.9760	10.4748	10.9985	11.5484	12.1258	12.7321	13.3687	14.0371	14.7390	15.4760	16.2498	17.0623

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3	
01	A	11793.00	12383.00	13002.00	13652.00	14335.00	15052.00	15804.00	16595.00	17424.00	18296.00	19210.00	20171.00
	B	453.59	476.27	500.09	525.10	551.35	578.92	607.86	638.26	670.17	703.68	738.86	775.81
	H	5.6699	5.9534	6.2511	6.5637	6.8919	7.2365	7.5983	7.9782	8.3771	8.7960	9.2358	9.6976
02	A	12067.00	12670.00	13304.00	13969.00	14668.00	15401.00	16171.00	16979.00	17829.00	18720.00	19656.00	20639.00
	B	464.11	487.32	511.69	537.27	564.14	592.34	621.96	653.06	685.71	720.00	756.00	793.80
	H	5.8014	6.0915	6.3961	6.7159	7.0517	7.4043	7.7745	8.1632	8.5714	9.0000	9.4500	9.9225
03	A	12310.00	12925.00	13572.00	14250.00	14963.00	15711.00	16496.00	17321.00	18188.00	19097.00	20052.00	21054.00
	B	473.65	497.13	521.98	548.08	575.49	604.26	634.48	666.21	699.52	734.50	771.22	809.78
	H	5.9182	6.2141	6.5248	6.8510	7.1936	7.5533	7.9310	8.3276	8.7440	9.1812	9.6403	10.1223
04	A	12583.00	13212.00	13873.00	14567.00	15295.00	16063.00	16863.00	17706.00	18591.00	19521.00	20497.00	21522.00
	B	483.97	508.17	533.58	560.26	588.27	617.69	648.58	681.01	715.06	750.81	788.35	827.77
	H	6.0496	6.3521	6.6697	7.0032	7.3534	7.7211	8.1072	8.5126	8.9382	9.3851	9.8544	10.3471
05	A	12855.00	13498.00	14173.00	14881.00	15625.00	16407.00	17227.00	18088.00	18993.00	19942.00	20940.00	21987.00
	B	494.42	519.14	545.10	572.36	600.98	631.02	662.58	695.70	730.49	767.02	805.37	845.64
	H	6.1803	6.4893	6.8138	7.1545	7.5122	7.8878	8.2822	8.6953	9.1311	9.5877	10.0671	10.5705
06	A	13130.00	13787.00	14476.00	15200.00	15960.00	16758.00	17596.00	18476.00	19399.00	20369.00	21388.00	22457.00
	B	505.01	530.26	556.77	584.61	613.84	644.54	676.76	710.60	746.13	783.43	822.60	863.73
	H	6.3126	6.6282	6.9596	7.3075	7.6730	8.0567	8.4595	8.8825	9.3266	9.7929	10.2825	10.7966
07	A	13373.00	14041.00	14743.00	15481.00	16255.00	17067.00	17921.00	18817.00	19758.00	20745.00	21783.00	22872.00
	B	514.34	540.06	567.06	595.41	625.18	656.43	689.26	723.72	759.90	797.90	837.79	879.68
	H	6.4292	6.7507	7.0882	7.4426	7.8147	8.2054	8.6157	9.0465	9.4988	9.9737	10.4724	10.9960
08	A	13676.00	14351.00	15078.00	15832.00	16624.00	17455.00	18328.00	19244.00	20206.00	21217.00	22277.00	23391.00
	B	526.01	552.31	579.93	608.93	639.38	671.34	704.91	740.16	777.17	816.02	856.82	899.66
	H	6.5751	6.9039	7.2491	7.6115	7.9922	8.3918	8.8114	9.2520	9.7146	10.2003	10.7103	11.2458
09	A	13950.00	14648.00	15380.00	16149.00	16957.00	17804.00	18695.00	19629.00	20611.00	21642.00	22724.00	23860.00
	B	536.55	563.38	591.54	621.12	652.18	684.78	719.02	754.98	792.73	832.37	873.98	917.68
	H	6.7069	7.0422	7.3943	7.7640	8.1522	8.5598	8.9878	9.4372	9.9091	10.4046	10.9248	11.4710
10	A	14284.00	14998.00	15748.00	16536.00	17362.00	18231.00	19142.00	20099.00	21104.00	22159.00	23267.00	24431.00
	B	549.38	576.86	605.70	635.98	667.78	701.18	736.23	773.04	811.70	852.28	894.90	939.64
	H	5.8673	6.2107	6.5712	6.9498	7.3473	7.7647	8.2029	8.6630	9.1462	9.6535	10.1862	10.7455

SCHEDULE OF PAY GRADES
EFFECTIVE APR. 1, 1993 TO SEP. 30, 1994

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3
11 A	14588.00	15317.00	16083.00	16887.00	17731.00	18618.00	19549.00	20526.00	21552.00	22630.00	23762.00	24950.00
B	561.06	589.12	618.58	649.50	681.98	716.07	751.87	789.46	828.94	870.38	913.90	959.60
H	7.3133	7.3640	7.7322	8.1188	8.5247	8.9509	9.3984	9.8683	10.3617	10.8798	11.4238	11.9950
12 A	14921.00	15667.00	16451.00	17273.00	18137.00	19043.00	19996.00	20996.00	22045.00	23147.00	24305.00	25520.00
B	573.89	602.58	632.71	664.34	697.56	732.44	769.06	807.52	847.90	890.29	934.80	981.54
H	7.1736	7.5323	7.9089	8.3043	8.7195	9.1555	9.6133	10.0940	10.5987	11.1286	11.6850	12.2693
13 A	15225.00	15986.00	16785.00	17625.00	18506.00	19431.00	20403.00	21423.00	22494.00	23619.00	24800.00	26060.00
B	585.57	614.85	645.59	677.87	711.77	747.36	784.73	823.97	865.17	908.42	953.85	1001.54
H	7.3196	7.6856	8.0699	8.4734	8.8971	9.3420	9.8091	10.2996	10.8146	11.3553	11.9231	12.5193
14 A	15559.00	16337.00	17154.00	18011.00	18912.00	19857.00	20850.00	21893.00	22987.00	24137.00	25344.00	26611.00
B	598.42	628.34	659.75	692.74	727.38	763.74	801.93	842.02	884.13	928.34	974.75	1023.49
H	7.4802	7.8542	8.2469	8.6592	9.0922	9.5468	10.0241	10.5253	11.0516	11.6042	12.1844	12.7936
15 A	15863.00	16656.00	17489.00	18364.00	19282.00	20246.00	21258.00	22321.00	23437.00	24609.00	25840.00	27132.00
B	610.13	640.63	672.66	706.30	741.61	778.69	817.62	858.50	901.43	946.50	993.83	1043.52
H	7.6266	8.0079	8.4083	8.8287	9.2701	9.7336	10.2203	10.7313	11.2679	11.8313	12.4229	13.0440
16 A	16227.00	17038.00	17890.00	18785.00	19724.00	20710.00	21746.00	22833.00	23974.00	25173.00	26432.00	27753.00
B	624.10	655.31	688.08	722.49	758.62	796.54	836.37	878.18	922.10	968.20	1016.61	1067.44
H	7.8013	8.1914	8.6010	9.0311	9.4827	9.9568	10.4546	10.9773	11.5262	12.1025	12.7076	13.3430
17 A	16592.00	17421.00	18292.00	19207.00	20167.00	21176.00	22234.00	23346.00	24513.00	25739.00	27026.00	28377.00
B	638.14	670.05	703.55	738.73	775.66	814.45	855.17	897.93	942.82	989.97	1039.46	1091.44
H	7.9758	8.3756	8.7944	9.2341	9.6958	10.1806	10.6896	11.2241	11.7953	12.3933	12.9933	13.6430
18 A	16956.00	17804.00	18694.00	19629.00	20610.00	21641.00	22723.00	23859.00	25052.00	26304.00	27619.00	29000.00
B	652.15	684.76	719.00	754.95	792.70	832.33	873.94	917.64	963.52	1011.70	1062.28	1115.39
H	8.1519	8.5595	8.9875	9.4369	9.9087	10.4041	10.9243	11.4705	12.0440	12.6462	13.2785	13.9424
19 A	17320.00	18186.00	19095.00	20050.00	21053.00	22105.00	23211.00	24371.00	25589.00	26869.00	28212.00	29623.00
B	666.15	699.46	734.43	771.15	809.71	850.20	892.71	937.34	984.21	1033.42	1085.09	1139.34
H	8.3269	8.7432	9.1804	9.6394	10.1214	10.6275	11.1589	11.7168	12.3026	12.9177	13.5636	14.2418
20 A	17715.00	18601.00	19531.00	20507.00	21533.00	22609.00	23740.00	24927.00	26173.00	27482.00	28856.00	30299.00
B	681.34	715.41	751.18	788.74	828.18	869.58	913.06	958.72	1006.66	1056.99	1109.84	1165.34
H	8.5168	8.9426	9.3897	9.8592	10.3522	10.8698	11.4133	11.9840	12.5832	13.2124	13.8730	14.5667

DATE RUN: 4/08/93

SCHEDULE OF PAY GRADES
EFFECTIVE APR. 1, 1993 TO SEP. 30, 1994

PERCENT OF INCREASE: 6.0

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3	
21	A	18113.00	19015.00	19966.00	20965.00	22013.00	23114.00	24269.00	25483.00	26757.00	28095.00	29500.00	30975.00
	B	696.54	731.36	767.93	806.33	846.65	889.98	933.43	980.10	1029.11	1080.57	1134.60	1191.33
	H	8.7067	9.1420	9.5991	10.0791	10.5831	11.1123	11.6679	12.2513	12.8639	13.5071	14.1825	14.8916
22	A	18535.00	19462.00	20435.00	21457.00	22530.00	23656.00	24839.00	26081.00	27385.00	28755.00	30192.00	31792.00
	B	712.90	748.55	785.98	825.27	866.54	909.86	955.36	1003.13	1053.29	1105.95	1161.25	1219.31
	H	8.9113	9.3559	9.8247	10.3159	10.8317	11.3733	11.9420	12.5391	13.1661	13.8244	14.5156	15.2414
23	A	18929.00	19876.00	20870.00	21913.00	23009.00	24159.00	25367.00	26636.00	27968.00	29366.00	30834.00	32376.00
	B	723.06	764.46	802.68	842.82	884.96	929.21	975.67	1024.46	1075.68	1129.46	1185.94	1245.23
	H	9.1007	9.5557	10.0335	10.5352	11.0620	11.6151	12.1959	12.8057	13.4460	14.1183	14.8242	15.5654
24	A	19355.00	20323.00	21339.00	22406.00	23526.00	24702.00	25938.00	27234.00	28596.00	30026.00	31527.00	33104.00
	B	744.42	781.65	820.73	861.77	904.86	951.10	997.60	1047.48	1099.86	1154.85	1212.59	1273.22
	H	9.3053	9.7706	10.2591	10.7721	11.3107	11.8762	12.4700	13.0935	13.7482	14.4356	15.1574	15.9153
25	A	19780.00	20769.00	21808.00	22898.00	24043.00	25245.00	26507.00	27833.00	29224.00	30686.00	32220.00	33831.00
	B	760.77	798.81	838.75	880.69	924.72	971.96	1019.51	1070.49	1124.02	1180.22	1239.22	1301.18
	H	9.5096	9.9851	10.4844	11.0086	11.5590	12.1370	12.7439	13.3811	14.0502	14.7527	15.4903	16.2648
26	A	20235.00	21247.00	22309.00	23425.00	24596.00	25826.00	27117.00	28473.00	29897.00	31392.00	32961.00	34609.00
	B	778.28	817.19	858.05	900.95	946.90	993.30	1042.97	1095.12	1149.88	1207.38	1267.74	1331.13
	H	9.7285	10.2149	10.7256	11.2619	11.8250	12.4163	13.0371	13.6890	14.3735	15.0922	15.8468	16.6391
27	A	20660.00	21693.00	22778.00	23916.00	25112.00	26368.00	27686.00	29073.00	30524.00	32050.00	33653.00	35335.00
	B	794.62	834.34	876.06	919.86	965.86	1014.15	1064.86	1118.13	1174.00	1232.70	1294.34	1359.06
	H	9.9327	10.4293	10.9508	11.4983	12.0732	12.6769	13.3107	13.9762	14.6750	15.4088	16.1792	16.9882
28	A	21146.00	22233.00	23313.00	24479.00	25703.00	26988.00	28337.00	29754.00	31242.00	32804.00	34444.00	36166.00
	B	813.30	853.96	896.66	941.49	988.56	1037.99	1089.89	1144.38	1201.60	1261.68	1324.77	1391.01
	H	10.1662	10.6745	11.2082	11.7685	12.3570	12.9749	13.6236	14.3068	15.0200	15.7710	16.5595	17.3876
29	A	21532.00	22713.00	23849.00	25042.00	26294.00	27608.00	28989.00	30439.00	31960.00	33559.00	35236.00	36998.00
	B	831.99	873.59	917.27	963.14	1011.30	1061.85	1114.96	1170.71	1229.25	1290.71	1355.25	1423.01
	H	10.3909	10.9199	11.4659	12.0392	12.6412	13.2733	13.9370	14.6339	15.3656	16.1339	16.9406	17.7876
30	A	22148.00	23255.00	24418.00	25639.00	26921.00	28267.00	29680.00	31164.00	32722.00	34358.00	36076.00	37880.00
	B	851.84	894.43	939.15	985.11	1035.42	1087.18	1141.54	1198.62	1258.55	1321.48	1387.55	1456.93
	H	10.6480	11.1804	11.7394	12.3264	12.9427	13.5898	14.2693	14.9828	15.7319	16.5185	17.3444	18.2116

DATE RUN: 6/03/93

SCHEDULE OF PAY GRADES
EFFECTIVE APR. 1, 1993 TO SEP. 30, 1994

PERCENT OF INCREASE: 6.0

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3
31	A 22634.00	23756.00	24954.00	26202.00	27512.00	28888.00	30332.00	31849.00	33441.00	35114.00	36869.00	38713.00
	B 873.55	914.38	959.78	1007.78	1058.17	1111.08	1166.63	1224.96	1286.21	1350.52	1418.05	1488.95
	H 13.8819	11.4260	11.9973	12.5972	13.2271	13.8885	14.5829	15.3120	16.0776	16.8815	17.7256	18.6119
32	A 23150.00	24303.00	25523.00	26799.00	28139.00	29546.00	31023.00	32574.00	34203.00	35913.00	37709.00	39594.00
	B 890.39	934.91	981.66	1030.74	1082.27	1136.38	1193.20	1252.86	1315.50	1381.28	1450.34	1522.86
	H 11.1299	11.6364	12.2707	12.8842	13.5284	14.2048	14.9150	15.6608	16.4438	17.2660	18.1293	19.0358
33	A 23666.00	24850.00	26092.00	27397.00	28766.00	30205.00	31715.00	33301.00	34966.00	36714.00	38550.00	40477.00
	B 910.24	955.75	1003.54	1053.71	1106.43	1161.72	1219.81	1280.80	1344.84	1412.08	1482.69	1556.82
	H 11.3780	11.9469	12.5442	13.1714	13.8330	14.5215	15.2476	16.0100	16.8105	17.6510	18.5336	19.4603
34	A 24213.00	25423.00	26694.00	28029.00	29431.00	30902.00	32447.00	34070.00	35773.00	37562.00	39440.00	41412.00
	B 931.26	977.82	1026.70	1078.04	1131.94	1188.54	1247.97	1310.37	1375.89	1444.68	1516.91	1592.76
	H 11.6407	12.2227	12.8338	13.4755	14.1493	14.8568	15.5996	16.3796	17.1986	18.0585	18.9614	19.9095
35	A 24759.00	25998.00	27297.00	28662.00	30095.00	31600.00	33180.00	34839.00	36581.00	38410.00	40331.00	42347.00
	B 952.29	999.90	1049.90	1102.39	1157.51	1215.38	1276.15	1339.96	1406.96	1477.31	1551.18	1628.74
	H 11.9036	12.4988	13.1237	13.7799	14.4689	15.1923	15.9519	16.7495	17.5870	18.4664	19.3897	20.3592
36	A 25337.00	26604.00	27934.00	29330.00	30797.00	32337.00	33954.00	35651.00	37434.00	39306.00	41271.00	43335.00
	B 974.49	1023.22	1074.38	1128.10	1184.50	1243.73	1305.91	1371.21	1439.77	1511.76	1587.35	1666.72
	H 12.1811	12.7902	13.4297	14.1012	14.8063	15.5466	16.3239	17.1401	17.9971	18.8970	19.8419	20.8340
37	A 25913.00	27209.00	28569.00	29998.00	31498.00	33073.00	34726.00	36463.00	38286.00	40200.00	42210.00	44321.00
	B 996.56	1046.50	1098.82	1153.77	1211.46	1272.03	1335.63	1402.42	1472.54	1546.16	1623.47	1704.65
	H 12.4583	13.0812	13.7353	14.4221	15.1432	15.9004	16.6954	17.5302	18.4067	19.3270	20.2934	21.3081
38	A 26521.00	27847.00	29240.00	30702.00	32237.00	33848.00	35541.00	37318.00	39184.00	41145.00	43200.00	45360.00
	B 1020.05	1071.05	1124.60	1180.83	1239.87	1301.86	1366.96	1435.31	1507.08	1582.43	1661.55	1744.63
	H 12.7526	13.3381	14.0575	14.7694	15.4984	16.2733	17.0873	17.9414	18.8385	19.7804	20.7694	21.8079
39	A 27128.00	28484.00	29909.00	31404.00	32974.00	34623.00	36354.00	38172.00	40081.00	42085.00	44189.00	46398.00
	B 1043.38	1095.55	1150.33	1207.85	1268.24	1331.65	1398.24	1468.15	1541.56	1618.64	1699.58	1784.55
	H 13.0423	13.6944	14.3791	15.0981	15.8530	16.6457	17.4780	18.3519	19.2695	20.2330	21.2447	22.3069
40	A 27766.00	29154.00	30612.00	32142.00	33749.00	35437.00	37209.00	39069.00	41023.00	43074.00	45228.00	47489.00
	B 1067.91	1121.30	1177.37	1236.24	1298.06	1362.96	1431.11	1502.56	1577.80	1656.69	1739.52	1826.50
	H 13.3489	14.0153	14.7171	15.4530	16.2257	17.0373	17.8889	18.7833	19.7225	20.7086	21.7440	22.8312

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3
41 A	28373.00	29791.00	31281.00	32845.00	34487.00	36211.00	38022.00	39923.00	41919.00	44015.00	46216.00	48527.00
B	1091.26	1145.82	1203.10	1263.26	1326.42	1392.74	1462.38	1535.50	1612.27	1692.89	1777.54	1866.42
H	13.6437	14.3227	15.0388	15.7907	16.5802	17.4092	18.2797	19.1937	20.1534	21.1611	22.2192	23.3302
42 A	29042.00	30494.00	32018.00	33612.00	35301.00	37066.00	38919.00	40865.00	42908.00	45053.00	47306.00	49671.00
B	1116.99	1172.84	1231.48	1293.06	1357.71	1425.60	1496.98	1571.73	1650.31	1732.82	1819.46	1910.44
H	13.9624	14.5605	15.1935	15.8632	16.5714	17.3200	18.1110	18.9466	19.8289	20.7603	21.7433	22.7805
43 A	29710.00	31195.00	32755.00	34393.00	36113.00	37918.00	39814.00	41805.00	43895.00	46090.00	48394.00	50814.00
B	1142.68	1199.82	1259.81	1322.80	1388.94	1458.39	1531.31	1607.88	1688.27	1772.69	1861.32	1954.38
H	14.2835	14.9977	15.7476	16.5350	17.3618	18.2299	19.1414	20.0985	21.1034	22.1586	23.2665	24.4298
44 A	30408.00	31929.00	33525.00	35202.00	36962.00	38810.00	40750.00	42788.00	44927.00	47174.00	49532.00	52009.00
B	1169.55	1228.03	1289.43	1353.90	1421.60	1492.68	1567.31	1645.69	1727.97	1814.37	1905.09	2000.34
H	14.6194	15.3504	16.1179	16.9238	17.7700	18.6585	19.5914	20.5710	21.5996	22.6796	23.8135	25.0043
45 A	31106.00	32661.00	34294.00	36009.00	37809.00	39700.00	41685.00	43769.00	45957.00	48255.00	50668.00	53201.00
B	1196.38	1256.20	1319.01	1384.96	1454.21	1526.92	1603.26	1683.42	1767.59	1855.97	1948.77	2046.21
H	14.9548	15.7325	16.4876	17.3120	18.1776	19.0865	20.0408	21.0428	22.0949	23.1996	24.3596	25.5776
46 A	31865.00	33458.00	35131.00	36888.00	38732.00	40669.00	42702.00	44837.00	47079.00	49433.00	51905.00	54500.00
B	1225.58	1286.96	1351.20	1418.76	1489.70	1564.18	1642.39	1724.51	1810.74	1901.27	1996.34	2096.15
H	15.3197	16.0857	16.8900	17.7345	18.6212	19.5523	20.5299	21.5564	22.6342	23.7659	24.9542	26.2019
47 A	32594.00	34223.00	35934.00	37731.00	39618.00	41599.00	43679.00	45863.00	48156.00	50564.00	53092.00	55747.00
B	1253.60	1316.28	1382.10	1451.20	1523.76	1599.95	1679.95	1763.95	1852.15	1944.76	2042.00	2144.10
H	15.6700	16.4835	17.2762	18.1400	19.0470	19.9994	20.9994	22.0494	23.1519	24.3095	25.5250	26.8013
48 A	33353.00	35020.00	36771.00	38610.00	40540.00	42567.00	44695.00	46930.00	49276.00	51740.00	54327.00	57044.00
B	1282.79	1346.93	1414.27	1484.98	1559.23	1637.19	1719.05	1805.00	1895.25	1990.01	2089.51	2193.98
H	16.0349	16.8366	17.6784	18.5623	19.4904	20.4649	21.4801	22.5365	23.6306	24.7751	25.9689	27.2148
49 A	34112.00	35818.00	37609.00	39489.00	41464.00	43537.00	45714.00	48000.00	50399.00	52919.00	55565.00	58344.00
B	1312.01	1377.61	1446.49	1518.82	1594.76	1674.50	1758.22	1846.14	1938.44	2035.36	2137.13	2243.98
H	16.4001	17.2201	18.0811	18.9852	19.9345	20.9312	21.9778	23.0767	24.2305	25.4420	26.7141	28.0498
50 A	34932.00	36678.00	38512.00	40438.00	42460.00	44583.00	46812.00	49152.00	51610.00	54191.00	56900.00	59745.00
B	1343.52	1410.70	1481.23	1555.30	1633.06	1714.72	1800.46	1890.28	1985.01	2084.26	2188.47	2297.90
H	16.7940	17.6337	18.5154	19.4412	20.4133	21.4340	22.5057	23.6310	24.8126	26.0532	27.3559	28.7237

SCHEDULE OF PAY GRADES
EFFECTIVE APR. 1, 1993 TO SEP. 30, 1994

PERCENT OF INCREASE: 6.0

GENERAL EMPLOYEES

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3
51 A	35752.00	37540.00	39417.00	41387.00	43457.00	45630.00	47911.00	50307.00	52832.00	55463.00	58236.00	61148.00
B	1375.08	1443.83	1516.02	1591.82	1671.62	1754.98	1842.74	1934.87	2031.62	2133.20	2239.86	2351.86
H	17.1885	18.0479	18.9503	19.8978	20.8927	21.9373	23.0342	24.1859	25.3952	26.6650	27.9983	29.3982
52 A	36571.00	38400.00	40320.00	42336.00	44453.00	46675.00	49009.00	51459.00	54032.00	56734.00	59571.00	62549.00
B	1406.58	1476.91	1550.76	1628.30	1709.71	1795.20	1884.96	1979.21	2078.17	2182.08	2291.18	2405.74
H	17.5823	18.4614	19.3845	20.3537	21.3714	22.4400	23.5620	24.7401	25.9771	27.2760	28.6398	30.0718
53 A	37423.00	39294.00	41258.00	43321.00	45488.00	47762.00	50150.00	52657.00	55290.00	58055.00	60958.00	64006.00
B	1439.33	1511.30	1586.86	1666.21	1749.52	1837.00	1928.85	2025.29	2126.55	2232.88	2344.53	2461.75
H	17.9916	18.8912	19.8358	20.8276	21.8690	22.9525	24.1106	25.3161	26.5819	27.9110	29.3066	30.7719
54 A	38302.00	40217.00	42228.00	44340.00	46557.00	48885.00	51329.00	53896.00	56590.00	59420.00	62391.00	65510.00
B	1473.17	1546.82	1624.17	1705.38	1790.65	1880.18	1974.19	2072.90	2176.55	2285.38	2399.65	2519.63
H	18.4146	19.3353	20.3021	21.3172	22.3831	23.5023	24.6774	25.9113	27.2069	28.5672	29.9956	31.4954
55 A	39214.00	41174.00	43233.00	45395.00	47664.00	50048.00	52550.00	55178.00	57937.00	60833.00	63875.00	67069.00
B	1508.22	1583.62	1662.81	1745.95	1833.25	1924.91	2021.16	2122.22	2228.33	2339.74	2456.73	2579.57
H	18.8527	19.7953	20.7851	21.8244	22.9156	24.0614	25.2645	26.5277	27.8541	29.2468	30.7091	32.2446
56 A	40124.00	42131.00	44237.00	46449.00	48772.00	51210.00	53771.00	56459.00	59282.00	62246.00	65359.00	68627.00
B	1543.25	1620.41	1701.43	1786.50	1875.83	1969.62	2068.10	2171.51	2280.09	2394.10	2513.80	2639.49
H	19.2906	20.2551	21.2679	22.3313	23.4479	24.6203	25.8513	27.1439	28.5011	29.9262	31.4225	32.9936
57 A	41078.00	43131.00	45288.00	47552.00	49930.00	52426.00	55048.00	57800.00	60690.00	63725.00	66911.00	70256.00
B	1579.90	1659.90	1741.84	1828.94	1920.38	2016.40	2117.22	2223.09	2334.24	2450.95	2573.50	2702.17
H	19.7488	20.7362	21.7730	22.8617	24.0048	25.2050	26.4653	27.7886	29.1780	30.6369	32.1687	33.7771
58 A	42038.00	44140.00	46347.00	48664.00	51097.00	53652.00	56335.00	59151.00	62109.00	65214.00	68475.00	71899.00
B	1616.84	1697.68	1782.57	1871.70	1965.28	2063.54	2166.72	2275.06	2388.81	2508.25	2633.66	2765.34
H	20.2105	21.2210	22.2921	23.3962	24.5360	25.7143	27.0340	28.4982	29.8601	31.3531	32.9208	34.5668
59 A	43041.00	45193.00	47453.00	49826.00	52317.00	54933.00	57679.00	60563.00	63591.00	66771.00	70109.00	73615.00
B	1655.43	1738.20	1825.11	1916.37	2012.18	2112.79	2218.43	2329.35	2445.82	2568.10	2696.51	2831.34
H	20.6929	21.7275	22.8139	23.9546	25.1523	26.4099	27.7304	29.1169	30.5727	32.1013	33.7064	35.3917
60 A	44072.00	46275.00	48589.00	51018.00	53569.00	56248.00	59060.00	62113.00	65114.00	68369.00	71788.00	75377.00
B	1695.06	1779.82	1868.81	1962.25	2060.36	2163.38	2271.54	2385.12	2504.38	2629.59	2761.07	2899.13
H	21.1883	22.2477	23.3601	24.5281	25.7545	27.0422	28.3943	29.8140	31.3047	32.8699	34.5136	36.2391

SANITATION DEPARTMENT

	A	B	C	D	E	F	G	L-1	L-2	L-2/A-1	L-2/A-2	L-2/A-3
SAN-14	A	15820.00	17441.00	19314.00	19229.00	20191.00	21230.00	22260.00	23373.00	24542.00	25769.00	27058.00
	W	304.23	319.44	352.18	369.79	388.28	407.70	428.08	449.68	471.96	495.56	520.34
	H	7.6357	7.9860	8.8046	9.2448	9.7070	10.1924	10.7020	11.2371	11.7990	12.3890	13.0085
SAN-16	A	16513.00	17338.00	18205.00	19116.00	20071.00	21075.00	23235.00	24397.00	25617.00	26898.00	28242.00
	W	317.56	333.43	350.10	367.61	385.99	405.29	425.55	446.83	469.17	492.63	517.26
	H	7.9389	8.3358	8.7526	9.1932	9.6497	10.1322	10.6388	11.1737	11.7292	12.3157	12.9315
SAN-21	A	18419.00	19360.00	20307.00	21322.00	22388.00	23508.00	24683.00	25917.00	27213.00	28574.00	30003.00
	W	354.21	371.92	390.52	410.04	430.54	452.07	474.68	498.41	523.33	549.50	576.97
	H	8.8552	9.2980	9.7629	10.2510	10.7636	11.3018	11.8669	12.4602	13.0832	13.7374	14.4243
SAN-22	A	18851.00	19794.00	20784.00	21823.00	22914.00	24060.00	25263.00	26526.00	27852.00	29245.00	30707.00
	W	362.53	380.66	399.69	419.67	440.66	462.69	485.82	510.12	535.62	562.40	590.52
	H	9.0632	9.5164	9.9922	10.4918	11.0164	11.5672	12.1456	12.7529	13.3905	14.0600	14.7630
SAN-24	A	19677.00	20661.00	21694.00	22779.00	23918.00	25114.00	26370.00	27688.00	29073.00	30526.00	32053.00
	W	378.41	397.33	417.20	438.06	459.96	482.96	507.11	532.47	559.09	587.05	616.40
	H	9.4603	9.9333	10.4300	10.9515	11.4991	12.0741	12.6778	13.3117	13.9773	14.6762	15.4100
SAN-25	A	20120.00	21126.00	22182.00	23291.00	24456.00	25679.00	26963.00	28311.00	29727.00	31213.00	32774.00
	W	386.92	406.27	426.58	447.91	470.31	493.82	518.52	544.44	571.66	600.25	630.26
	H	9.6731	10.1568	10.6646	11.1978	11.7577	12.3456	12.9629	13.6110	14.2916	15.0062	15.7565
SAN-26	A	20585.00	21614.00	22695.00	23829.00	25021.00	26272.00	27585.00	28965.00	30413.00	31934.00	33530.00
	W	395.86	415.65	436.44	458.26	481.17	505.23	530.49	557.01	584.86	614.11	644.81
	H	9.8965	10.3913	10.9109	11.4564	12.0292	12.6307	13.2622	13.9253	14.6216	15.3527	16.1203
SAN-27	A	21048.00	22100.00	23205.00	24366.00	25584.00	26863.00	28206.00	29616.00	31097.00	32652.00	34284.00
	W	404.76	425.00	446.26	468.57	492.00	516.60	542.42	569.54	598.02	627.92	659.32
	H	10.1191	10.6251	11.1564	11.7142	12.2999	12.9149	13.5606	14.2386	14.9505	15.6980	16.4829
SAN-28	A	21511.00	22587.00	23716.00	24902.00	26147.00	27454.00	28827.00	30269.00	31782.00	33371.00	35040.00
	W	413.68	434.36	456.08	478.88	502.83	527.97	554.37	582.09	611.19	641.75	673.84
	H	10.3419	10.8590	11.4020	11.9721	12.5707	13.1992	13.8592	14.5522	15.2798	16.0438	16.8460
SAN-29	A	21995.00	23095.00	24250.00	25462.00	26735.00	28072.00	29476.00	30950.00	32497.00	34122.00	35828.00
	W	422.98	444.13	466.34	489.66	514.14	539.85	566.84	595.18	624.94	656.19	689.00
	H	10.5746	11.1033	11.6585	12.2414	12.8535	13.4962	14.1710	14.8796	15.6236	16.4048	17.2250

APPENDIX "C"

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO AUTHORIZATION FOR PAYROLL DEDUCTION

By _____ PLEASE PRINT _____ FIRST NAME _____ MIDDLE NAME _____
To _____ LAST NAME _____ DEPARTMENT _____

Effective _____ PAYROLL PERIOD _____ I hereby request and authorize you to deduct from my earnings
monthly union dues established by AFSCME Local Union No. **2432**, Council No. **79**. The amount shall be certified by Local
Union No. **2432**, council No. **79** and any change in such amount shall be so certified. The amount deducted shall be paid
to the treasurer of Local Union No. **2432** Council No. **79** AFSCME. This authorization shall remain in effect unless terminated
by me during the two week period _____ to _____ of any year.

SOCIAL SECURITY NUMBER _____ STREET ADDRESS _____

EMPLOYEE'S SIGNATURE _____ CITY, STATE, ZIP _____

Dues, contributions or gifts to AFSCME are not deductible as charitable contributions for federal income tax purposes. Dues paid to AFSCME, however, may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Service.
FORM F46

