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Collective Bargaining Agreement

By and Between the City of
Cincinnati and Cincinnati
Organized and Dedicated
Employees, Inc.

Effective: March 24, 2019
Expires: March 19, 2022

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PREAMBLE AND PURPOSE

In order to enhance the relationship between the City of Cincinnati, hereafter referred to as the City, the Cincinnati Organized and Dedicated Employees, hereafter referred to as CODE, and the members of the CODE bargaining unit, the City and CODE have jointly agreed to the following statement of purpose for this Agreement.

It is in the best interests of the City and CODE to jointly:

- A. Encourage a spirit of unity and cooperation of employees of the City of Cincinnati, Ohio, at all levels;
- B. Improve city services to the citizens of the City of Cincinnati, Ohio, and the businesses located in the City of Cincinnati;
- C. Provide the opportunity for the exchange of ideas and information relating to civil service as a career;
- D. Represent its members and other persons in the bargaining unit, in the negotiation of benefits, wages, and terms and conditions of employment;
- E. Work to ensure that this Agreement is administered in such a way as to foster trust and a positive relationship between the City and CODE;
- F. Promote the welfare of its members and foster respect and professionalism throughout all levels of City government.

ARTICLE 1: RECOGNITION & REPRESENTATION

Section 1.1 Recognition

The City recognizes Cincinnati Organized and Dedicated Employees, Inc. (CODE) as the exclusive collective bargaining representative for the unit consisting of all regular full-time (at least three quarter time) and part-time (less than three quarter time) employees in classifications listed in Attachments A and B of the State Employment Relations Board (SERB) certification of election results and of Exclusive Representation dated November 6, 2003, in SERB Case No. 02-REP-11-0239. Excluded from the unit are all other employees, including, but not limited to, elected officials, Directors, Deputy Directors, Superintendents, Assistant Administrators, Assistant Superintendents, all employees of the Mayor's Office and City Council, and select persons in classifications which deal directly with collective bargaining issues (the specific classifications and select persons so excluded from the unit as of November 6, 2003, are listed in Attachment C of the SERB Certification dated November 6, 2003, in SERB Case No. 02-REP- 11-0239); all employees represented for purposes of collective bargaining in other bargaining units; and any supervisory, managerial, administrative, or confidential positions the same as or similar to those listed in Attachment C of the SERB Certification dated November 6, 2003 in SERB Case No. 02-REP-11-0239.

Appendix A, attached hereto, is a list of the classifications included and the classifications excluded from the bargaining unit.

Section 1.2 New Classifications

The City shall notify CODE within 10 working days of its decision to create any new classifications that will perform bargaining unit work. If the new classification is a successor title to a classification covered by the Agreement and the job duties are not significantly altered or changed, the new classification shall automatically become a part of this Agreement. The parties will meet and confer regarding any such decision prior to its implementation with both parties making themselves reasonably available for such discussions. The meet and confer obligation set forth in this section is intended to afford the parties an opportunity to avoid and/or resolve disputes through discussions and the exchange of information, and it is not intended to limit or impair either party's rights or remedies under this Agreement or applicable law except as otherwise set forth herein.

Section 1.3 Excluded Classifications

The City will notify the Union when a specific position will be excluded from the bargaining unit in accordance with the law. The Union may request a current list of excluded positions at any time.

ARTICLE 2: DEFINITIONS

This agreement shall incorporate the definitions enumerated below:

Appointing Authority: means an individual, officer, commission, agency, board or body having the power under the Charter or Cincinnati City Codes of appointment to, or removal from, a position with the City.

City: means the City of Cincinnati, Ohio and its authorized representatives.

CODE: refers to Cincinnati Organized and Dedicated Employees and its authorized representatives.

CODE Employee: means any member of CODE or any City employee paying the Fair Share Fee according to Section 3.3 of this Agreement.

Compensatory Time: means time off with pay for authorized overtime worked in lieu of hourly wages, calculated in accordance with Article 15 of this Agreement.

Continuous Service: means an employee's length of service as a full-time employee of the City uninterrupted by a separation from City employment; provided, however, time in unpaid status and/or part-time status shall not be included in length of service.

Day: means calendar day unless otherwise specified.

Demotion: means a change to a classification which has a lower rate of pay.

Fair Share Fee Payers: means any member of the bargaining unit who is not a member of CODE.

Full-time Employee: means a bargaining unit employee who is hired to perform duties for the City according to an established work schedule of at least $\frac{3}{4}$ time.

Member: means only a person included within the bargaining unit as defined in Section 1.1, unless in the context of the language concerned, a different meaning is clearly apparent.

Memorandum of Understanding (MOU): is an agreement between CODE and the Agency, negotiated between CODE and the City. Such Memorandum of Understanding covers in detail the respective Agency's personnel and operational regulations, which are peculiar to the responsibilities assigned to that particular Agency. Such Memorandum of Understanding shall be agreed to between CODE and the Agency Head and approved by the Human Resources Department.

Part-time Employee: means employees working a schedule less than $\frac{3}{4}$ time.

Pay Period: means a recurring two week calendar period as designated by the City.

Position: means any office, employment, or job calling for the performance of certain duties and the exercise of certain responsibilities by one individual. A position may be vacant, occupied part-time, or occupied full-time.

Resignation: means the voluntary termination of employment of an employee, or unauthorized leave for three consecutive workdays.

Retirement: means separation from City service which is not caused by resignation, layoff or discharge, with application for retirement benefits.

Representative: means a person designated by the President or his/her designee, pursuant to this Agreement, to represent the bargaining unit members.

Seniority: means an employee's uninterrupted length of continuous service within the City, department, division, work unit, or job classification, depending upon the issue involved.

Shift: means the employee's regularly scheduled hours of work. In areas with multiple shifts or twenty-four operations, the early morning shift hereinafter is referred to as the first shift, the late afternoon shift hereinafter is referred to as the second shift, and the late evening shift hereinafter is referred to as the third shift.

Unclassified Employee: means employees in classification and positions as defined in the Ohio Revised Code.

Unpaid Status: means time an employee is on unpaid suspension, on leave without pay or is absent without leave. Leave without pay status resulting from either injury received in the line of duty, approved disability coverage (after serving the requisite waiting period), or approved paid leave activities related to City-employee relations shall not be considered to be unpaid status.

Workday: means working time assigned or approved by the Appointing Authority in any twenty-four-hour period.

ARTICLE 3: CODE SECURITY AND RIGHTS

Section 3.1 CODE Member Payroll Deduction

The City shall deduct biweekly CODE dues from the pay of each employee in the bargaining unit who has filed with the City a payroll deduction authorization. The City will honor all executed payroll deduction authorization forms at the next deduction date which is at least 15 days from the date the executed authorization form is received by the City.

Total deductions collected for each biweekly pay period shall be remitted by the City to the Treasurer of CODE together with a list of employees for whom dues have been deducted not later than 10 calendar days after the deduction is made. CODE agrees to refund to the employee any amounts paid to CODE in error on account of this dues deduction provision.

Dues shall be withheld and remitted to the Treasurer of CODE unless or until such time as the City receives a notice of an employee's death, transfer from covered employment, termination of covered employment, or when there are insufficient funds available in the employee's earnings after withholding all other legal and required deductions.

Information concerning dues not properly deducted under this Section 3.1 shall be forwarded to the Treasurer of CODE, and this action will discharge the City's only responsibility with regard to such cases; there will be no retroactive deduction of such dues from future earnings

The actual dues to be deducted shall be certified to the Finance Director by the Treasurer of CODE. CODE will give the City a 45 calendar day advance notice of any change in the amount of dues to be deducted.

Within sixty (60) days after execution of this Agreement, all employees in the bargaining unit shall be enrolled in Direct Deposit. If an employee cannot meet this obligation the City will make alternate pay arrangements at no cost to the employee.

Section 3.2 Maintenance of Membership

Each employee who, on the effective date of this Agreement, is a member of CODE, and employees who become a member after the date, shall maintain membership in CODE provided that such employee may resign from CODE during the 30 day period prior to the expiration of this Agreement or after the stated expiration of this Agreement (without regard to extensions) and prior to the commencement of a new Agreement by giving written notification to the Director of the Department of Human Resources or designee and CODE 20 days prior to the effective date of the revocation. Upon resignation from CODE a bargaining unit member shall immediately pay the fair share fee as provided in Section 3.3. The payment of dues and assessment is uniformly required of the membership for the duration of this Agreement.

Section 3.3 Fair Share Fee

As soon as reasonably practicable (the parties understand that there may be some processing delay), the City shall deduct biweekly, from the pay of each bargaining unit employee who is not a member of CODE their fair share of the cost of the collective bargaining process and Agreement administration measured by the amount of dues and other financial obligations uniformly required by members of CODE. Such fair share payments shall be deducted by the City from the earnings of such non-member employee(s) each pay period, and paid to CODE in accordance with Section 3.1. The Treasurer of CODE shall certify to the City, once annually, the amount that constitutes said fair share, and a detailed accounting of the manner in which fair share amount was established. The fair share amount shall not exceed the dues and financial obligations uniformly required by members of CODE. Upon request, the City shall reasonably provide CODE an electronic report of all employees in CODE positions.

CODE agrees to comply with its legal obligations to fair share fee payers. Further, it is agreed that any dispute concerning the amount of the fair share fee and/or the responsibilities of CODE with respect to fair share fee payers shall not be subject to the grievance and arbitration procedure set forth in this Agreement.

On an annual basis when applicable, the Union will provide the City a copy of its fair share fee procedure notice not later than 60 days following the completion of the Union's annual fair share fee arbitration case.

Section 3.4 CODE Communications

The City recognizes that CODE has a responsibility to communicate with bargaining unit members. To facilitate this purpose, it is agreed that CODE may make reasonable use of City e-mail, telephone, inter-office mail and fax machines to communicate with individual members (no mass communications except by City e-mail as indicated below), so long as the use does not unduly interfere with City work. The City retains the right to discontinue this practice if it should cause undue interference. The City will give at least 30 working days' notice to CODE if it elects to discontinue the practice.

The City will permit CODE to use bulletin board space in appropriate and accessible locations approved by the Department Director and will consider requests for changes or additions to such locations where appropriate. CODE will limit the posting of CODE notices to such bulletin boards.

Appropriate items that may be communicated using City e-mail under this section shall be:

- (A) Notices of CODE elections;
- (B) Notices of CODE meetings;
- (C) Notices of CODE appointments and results of elections;
- (D) Matters of CBA interpretation and/or enforcement, when the City and CODE are in agreement, subject to approval by the Human Resources Director or designee;
- (E) Such other notices as may be approved by the Human Resources Director or designee.

Items specifically prohibited from this process include those that are derogatory, inflammatory, or disrespectful of individuals or organizations, or would violate Administrative Regulations, or the Human Resources Policies & Procedures (HR P&P).

Items that are neither specifically permitted nor specifically prohibited shall be submitted to the Human Resources Director or designee for prior approval.

Section 3.5 CODE Indemnification

CODE agrees to indemnify and hold the City harmless from any action growing out of deductions hereunder commenced under this Article 3 by an employee or anyone else against the City or the City and CODE jointly.

ARTICLE 4: CODE REPRESENTATION

Section 4.1 President's Authority

The President of CODE may appoint 1 CODE Representative for every 40 members of CODE, but no more than 3 CODE Representatives from any single department, for the purpose of representing bargaining unit members at investigatory interviews, provided that the representation is limited to the work location. All representation will be scheduled through the President, or Vice President(s) when acting in the place of the President. This will not preclude the ability of a representative to be contacted by a bargaining unit member for information.

Section 4.2 Representatives Authority

CODE shall provide the City a list of appointed CODE Representatives. The appointed CODE Representatives will not have the authority to deliver or file a grievance. Only the President or Vice President(s) may actually file, deliver, or process a grievance.

The President may designate up to three Representatives to represent a bargaining unit member at disciplinary or grievance hearings, except that the President or Vice President(s) may designate legal counsel to represent bargaining unit member(s) at a grievance or disciplinary hearing. In advance of any meeting (except arbitration) where the Union intends to have legal counsel present, it shall notify the City. With the approval of the City the Union may have more than three Representatives at any such meeting.

The performance of these duties shall not interfere with the normal work responsibilities of the representative, other than the President and Vice-president(s).

Section 4.3 Release Time for President and Vice President(s)

The President of CODE, upon election to the post and as long as they continue in that post, will be permitted to devote as much time during the workweek to CODE matters, within the limitations set by this Section, while continuing in their City job classification. The CODE President's entitlement to their hourly wage, fringe benefits, and service accrual will continue as though they were performing their normal job-related duties.

The Vice President(s) of CODE, upon election to their posts and as long as they continue in those posts, will be permitted to devote as much time during the work week to CODE matters, within the limitations set by this Section, while continuing in their City job classification. The CODE Vice President's entitlement to their hourly wage, fringe benefits and service accrual will continue as though they were performing their normal job-related duties.

The President may designate person(s) who may participate in CODE business, attend educational seminars and conferences, and attend CODE training. Said person(s), within the limitations set by this Section, continue their entitlement to their hourly wage, fringe benefits and service accrual as though they were performing their normal job-related duties when working within this designation. The Union shall provide the City at least a fourteen (14) calendar day notice of any member participation in seminars, conferences, or trainings.

Any questions regarding the application of this article will be discussed between the President of CODE and the Director of Human Resources, or their designees.

Section 4.4 Access to Work

The President or Vice President(s) of CODE and representatives of CODE may consult employees in the assembly area before the start of and at the completion of the day's work. With the approval of the Division Head or designee, these same individuals shall be permitted access to work areas solely for the purpose of adjusting grievances, assisting in the settlement of disputes, or carrying into effect the provisions and aims of this Agreement. This privilege is extended subject to the understanding that such access will not interfere with work time or work assignments. Any suspected abuse of these privileges shall be resolved through a meeting of the City and CODE.

Section 4.5 Chargeable Union Time

Following the close of each contract year during the term of this Agreement, CODE shall reimburse the City for chargeable Union time utilized during said contract year in accordance with the following schedule and terms:

- (A) Within 60 calendar days after the close of the contract year, the City shall supply CODE with a written statement of all chargeable Union time utilized within the preceding contract year and all time donated to the CODE donated time bank under section 4.6. Said statement shall include, at minimum, a listing of each individual who utilized chargeable Union time and the number of hours utilized by each such individual during the contract year. CODE may request additional detail regarding usage of chargeable Union time, and the City shall reasonably cooperate to provide such detail to the extent it is available from the City's systems. For purposes of this section, any release time under sections 4.5 or 4.7, attendance at pre-Ds, attendance at grievance meetings (including informal or grievance avoidance), attendance at LMC or LMC sub-committee meetings, and any other release time approved by the HR Director or designee shall not be chargeable Union time. All Form-25s for non-chargeable Union time shall identify the management representative in the meeting, shall state the nature of the meeting, and shall be forwarded upon submission to a designated e-mail address established by the City Human Resources Department, or to the HR Director's e-mail address absent a designated e-mail address. The City shall subtract 100 hours from CODE's 2019 – 2020 chargeable Union Time.

- (B) Within 30 calendar days after the City's delivery of the written statement referenced in 4.5(A), CODE shall advise the City in writing as to how CODE, in its discretion, will reimburse the City for all chargeable Union time utilized in the preceding contract year by: (i) stating how many hours will be deducted from the donated time bank provided for in section 4.6: (ii) how many hours will be paid for by CODE at the rate of \$36.13 per hour (which rate is the agreed-to approximate average hourly rate for CODE employees at the time this agreement was executed, and which shall not change during the term of this Agreement); and (iii) how many hours are to be deducted from Bargaining Unit members'

vacation balances subject to a maximum of one hour per member of the Bargaining Unit per year.

- (C) Within 60 calendar days after the City's delivery of the written statement referenced in 4.5(A), CODE shall deliver to the City the payment due, if any, under section (B) above. The City shall advise CODE at least 14 calendar days prior to the pay date on which vacation will be deducted from Bargaining Unit members' vacation balances. No deduction from the vacation balance of a member of the Bargaining Unit shall result in a negative vacation balance.

Section 4.6 Donated Time Bank

Members of the Bargaining Unit may donate up to 40 hours of vacation and/or comp time or any combination thereof to the CODE donated time bank on or before the close of each contract year (i.e., March 30) during the term of this Agreement. CODE shall be entitled to use any or all of such donated time to reimburse the City for chargeable Union time under section 4.5(C). To the extent CODE does not utilize all of the time credited to the CODE donated time bank during a contract year, the unused time shall carry over to the following year up to 200 hours each year.

Section 4.7 Release Time for CODE Bargaining Team

CODE bargaining committee members who participate in negotiations with the City shall be compensated for time lost during regular working hours to attend such meetings, with all benefits, up to a total limit of 640 hours.

Section 4.8 Release Time for Grievance Meetings

Employee grievants and CODE representatives, when applicable, shall be given paid time off to participate in First Step informal discussions for the purpose of grievance avoidance, and First and Second Step grievance hearings/meetings if they are held at the request or consent of the City during the employee's working time. No other time spent on grievance matters shall be considered time worked for compensation purposes.

As long as the Appointing Authority, Manager/Supervisor, or designee determines that time spent on such activities will not interfere with normal work activity, the employee grievant may use vacation, compensation time, or unpaid leave for any other activities related to the investigation of, or preparation for a grievance hearing/meeting.

As long as the Appointing Authority, Manager/Supervisor, or designee determines that time spent on such activities will not interfere with normal work activity, the CODE Representative shall be released for such hearings/meetings or for any other activities related to the investigation of, or preparation for a grievance, or a grievance hearing/meeting. Time spent by the CODE President or Vice President in Grievance hearings/meetings is non-chargeable. If neither the President nor the Vice President is available, the Representative's time spent in the actual grievance meeting/hearing is non-chargeable. All other time spent during normal work hours by the President, Vice President, or CODE Representative investigating or preparing for a grievance is chargeable Union time, and any such time used shall be tracked and reported by the Union.

ARTICLE 5: RESERVATION OF RIGHTS

Section 5.1 Employee Rights

It is agreed that a number of terms and conditions of employment for employees in the bargaining unit are not specified in this Agreement. Therefore, except as may be specified elsewhere in this Agreement, as for any and all terms and conditions of employment not specified in this Agreement, no employee in the bargaining unit waives any individual right under City Charter; City Code; City rule or regulation; and state or federal statute, constitutional principle, or common law. To the contrary, it is specifically recognized that such individual employee rights remain unaffected by this Agreement, and that such individual employee rights are enforceable through normal Civil Service, regulatory, and/or judicial processes. Nothing in this Section 5.1 shall be construed to limit in any way the authority of the City to enact, modify or repeal any City Charter or City Codes provision, ordinance, resolution, rule, regulation, policy or procedure.

Section 5.2 Management Rights

Except as specifically limited by the express provisions of this Agreement, the City retains all traditional rights to manage and direct the affairs of the City in all respects and to manage and direct its employees to unilaterally make and implement decisions with respect to the operation and management of the City in all respects, including, but not limited to, all rights and authority possessed or exercised by the City prior to the City's recognition of CODE as the collective bargaining representative for the employees covered by this Agreement. The authority and powers of the City as prescribed by the City Charter and City Codes, Statutes and Constitution of the State of Ohio and the United States shall continue unaffected by this Agreement, except as expressly limited by the express provisions of this Agreement. These City rights as prescribed by the City Charter, City Codes and the Statutes and Constitutions of the State of Ohio and the United States shall include, but are not limited to, the following:

To determine any and all terms and conditions of employment not specifically set forth in this Agreement, to plan, direct, control and determine all the operations and services of the City; to determine the City's mission, objectives, policies and budget and to determine and set all standards of service offered to the public; to supervise and direct employees and their activities as related to the conduct of City affairs; to establish the qualifications for employment and to employ employees; to determine the hours of work and to schedule and assign work; to assign or to transfer employees within the City; to establish work and productivity standards and, from time-to-time, to change those standards; to assign overtime; to layoff or relieve employees due to lack of work or funds or for other legitimate reasons; to determine the methods, means, organization and number of personnel by which such operations and services shall be made or purchased; to make and enforce reasonable rules and regulations; to discipline, suspend and discharge employees; to change, relocate, modify or eliminate existing programs, services, methods, equipment or facilities; to determine whether services or goods are to be provided or produced by employees covered by this Agreement, or by other employees or non-employees not covered by this Agreement, to hire all employees and, subject to provisions of law, to determine their qualifications, and the conditions for their continued employment, or their dismissal or demotion, and to evaluate, promote and transfer all such employees; to determine the duties, responsibilities,

and assignment of those in the bargaining unit.

The exercise of the foregoing powers, rights, authorities, duties and responsibilities by the City and the adoption of policies, rules, and regulations in furtherance thereof, shall be limited only by the specific and express terms of this Agreement. No action, statement, agreement, settlement, or representation made by any member of the bargaining unit regarding the City's obligations or rights under this Agreement, shall impose any obligation or duty or be considered to be authorized by or binding upon the City unless and until the City has agreed thereto in writing.

Section 5.3 Notification

Prior to the adoption, modification, or deletion of any work rule or policy affecting CODE employees, the City shall submit the work rule or policy to CODE at least 30 days prior to the adoption, modification, or deletion of any work rule or policy for comment and input (unless a critical issue arises that requires implementation in less than 30 days, however, in such case the Union shall still be notified prior to the implementation). Notification will be sent to the e-mail address: president@codegroup.org.

New or revised rules or policies shall be communicated in a timely manner to the affected bargaining unit members prior to the effective date, unless to do so, would be impractical. Communication shall be made in a manner that can be verified. Methods of verification may include but are not limited to: employees' signed acknowledgments of receipt; verified attendance at meetings where a policy is introduced or discussed; or documented e-mail communication.

ARTICLE 6: CODE/CITY JOINT LABOR-MANAGEMENT COMMITTEES

Section 6.1 Joint Labor-Management Committee

The parties agree that they will form and maintain a Joint Labor-Management Committee to discuss matters of mutual interest relating to the employees covered by this Agreement and the City. The Committee shall meet quarterly or as mutually agreed by the co-chairs. The number of City and CODE representatives on this committee shall be approximately equal. The respective parties shall choose their co-chairs. Once the Committee is formed, the parties shall mutually agree upon a Committee member who shall be designated to take minutes, which will be approved and circulated to the Committee members via email.

Section 6.2 Presumptive Sub-Committees

The following sub-committees may be convened by either party with 30 days' notice to the non-convening party. Once convened, each of these sub-committees shall meet quarterly or as mutually agreed by the co-chairs. Once convened, these sub-committees may only be dissolved by mutual agreement of both parties. The non-convening party shall participate in any such sub-committee once it has been convened:

(A) Insurance Sub-Committee

The Joint Insurance Sub-Committee will evaluate and assess proposals, study trends, and consider new and unique ways of providing health care to employees and make

recommendations to the City Manager. The City's Risk Manager or designee will be a member of this sub-committee. The number of City and CODE representatives on this sub-committee shall be approximately equal.

(B) Professional Development and Performance Evaluation Sub-Committee

The Joint Professional Development and Performance Evaluation Sub-Committee will discuss and make recommendations to improve professional development procedures for CODE members and recommend changes to the current performance evaluation system. The sub-committee may consider seminar attendance, professional memberships, career paths and other related topics as agreed upon by the sub-committee. The sub-committee shall also evaluate metrics-driven appraisals, self-appraisals, 360° appraisals, pay-for-performance, and other related topics as agreed upon by the sub-committee. The recommendations of the sub-committee will be presented to the Director of Human Resources or designee and the appropriate Appointing Authorities for consideration and possible implementation. The number of City and CODE representatives on this sub-committee shall be approximately equal.

Section 6.3 Ad-Hoc Sub-Committees

The Joint Labor-Management Committee shall have the authority to convene ad-hoc sub-committees as necessary to address particular issues. These sub-committees shall be convened by mutual agreement of the parties and shall meet quarterly or as mutually agreed by the co-chairs. The number of City and CODE representatives on any ad-hoc sub-committee shall be approximately equal.

ARTICLE 7: DISCIPLINE

Section 7.1 Investigation

- (A) Any employee who may be a focus of an investigation may be interviewed as part of the investigatory process, in which event he/she may, upon request, have a CODE representative present during that interview. CODE shall be notified at least 24 hours prior to conducting the interview, unless the nature of the investigation requires the interview to be conducted immediately.
- (B) Employees who are suspended without pay pending an investigation and/or pre-disciplinary hearing, shall remain in a no pay status for no more than 30 working days. If the investigation and/or pre-disciplinary hearing is not complete after this 30 day period, the employee shall be placed on administrative leave with pay until the final disposition of the matter as set forth in Section 7.2 and Section 7.3. Nothing in this Article should be construed to limit the City's ability to place an employee in an unpaid status under this Article.

Section 7.2 Reprimands and Pre-Disciplinary Meetings

- (A) Written reprimands shall be served on the employee within 25 working days from the date the charging supervisor becomes aware, or should have been aware of the

precipitating incident, unless it is the result of a pre-disciplinary meeting. CODE will be copied when a written reprimand is issued. Service of such notice to CODE by e-mail shall be to the CODE e-mail address: president@codegroup.org. However, if a department fails to do so it will not result in the discipline being dismissed.

- (B) Notice of pre-disciplinary meetings must be sent to an employee no later than 25 working days from the date upon which the supervisor or manager becomes aware, or should have been aware of the precipitating incident(s), except in more serious cases involving violations of Administrative Regulations 25 (Sexual Harassment), 49 (Workplace Violence), 55 (Offensive /Derogatory comments), or accidents (where damage is in excess of \$10,000), severe personal injury or other serious misconduct requiring extensive investigation. The time frame for these more serious cases will be up to 85 working days. If, after the investigation above is completed, the City wishes to only issue a written reprimand to the employee, the City shall notify the employee and CODE of the completion of the investigation and must issue the written reprimand within 20 working days of the completion of the investigation. A copy of this notice must be forwarded to CODE by e-mail to the e-mail address: president@codegroup.org. In cases involving an investigation by a law enforcement agency, there will be no time limit for completion of the investigation. Notice of the pre-disciplinary meeting will be issued within 10 working days after the department becomes aware of the conclusion of the investigation.
- (C) CODE shall be notified of the time and location of the hearing on the disciplinary charges and shall have the right to attend said hearing for the purpose of representing the employee and/or to protect the integrity of this Agreement.
- (D) The pre-disciplinary meeting shall be held and the final disposition of the matter, which shall include the Final Form-32 with attachments and the meeting summary, must be sent to the employee and CODE within 25 working days from the date the notice of pre-disciplinary meeting is sent. Failure to comply with the timelines will result in dismissal of the allegations against the employee.
- (E) Departments that have Boards or Commissions (Parks, Recreation, and Health) who act as the appointing authority are granted additional time to deliver the Form-32 to the employee and CODE. Once the final disposition is signed by the Human Resources and Law departments, the Form-32 will then be forwarded to the appropriate Board or Commission for the next meeting date following the end of the 25 day period. The Form-32 will be sent to the employee and CODE no later than 5 workdays after the Board or Commission meeting.
- (F) The City may request an extension of these timelines and CODE shall not unreasonably deny such extension request. All requests for extension of time must be signed by both the City and a representative of CODE and specifically state the length of the extension of time granted. Email confirmation shall suffice.

Section 7.3 Service of Disciplinary Actions

Written Reprimands, Notices of Pre-disciplinary Meetings, and Form 32's (and accompanying

materials) will be served to the employee, and to CODE by e-mail to the CODE e-mail address: president@codegroup.org.

Section 7.4 Determination of Discipline

Discipline shall be commensurate and, except in cases of serious misconduct, progressive. The following factors may be considered in determining the exact penalty:

- The nature and seriousness of the offense, or whether it was committed repeatedly;
- The employee's job duties and position, e.g., whether supervisory;
- The employee's prior disciplinary record;
- The employee's work record, including length of service, performance and dependability;
- Consistency with the penalties imposed in similar situations;
- The notoriety of the offense or its impact on the City's reputation;
- The extent to which the employee was aware of any rules that were violated or warned about the conduct in question;
- The potential for the employee's rehabilitation;
- Mitigating or aggravating circumstances surrounding the offense;
- The adequacy and effectiveness of alternative sanctions to deter the conduct.

Section 7.5 Length of Time Prior Discipline May Be Considered

Written reprimands shall be removed from the employee's personnel records after 1 year unless there has been further discipline during that time period. Any suspension (or the equivalent penalty) less than 40 hours shall be removed from the employee's personnel records after 3 years unless there has been further discipline during that time period. Any suspension equal to or greater than 40 hours (or the equivalent penalty) shall be removed from the employee's personnel records after 5 years unless there has been further discipline during that time period. After the expiration of the periods specified above, such disciplinary action shall not be used as a basis for any further disciplinary action against the employee.

Section 7.6 Exceptions

- (A) The time constraint provisions of this Article shall not be applicable when actions of a criminal nature or when alleged violations of other local, state or federal laws warrants extensive investigation, or upon mutual consent of the parties. If an investigation requires more time to complete, the parties may agree to extend the time period, which will not be unreasonably denied. The agreement shall be in writing, signed by representatives of the City and CODE and shall specifically state the length of any extensions of time. Email shall suffice.
- (B) If an employee is off duty due to dismissal or on approved or unapproved leave, the time limits for investigation, the final disposition, and hearing shall automatically be tolled.

Section 7.7 Extensions to Time Deadlines

The parties may agree to reasonably extend any of the timelines in Article 7. Such extensions shall not be unreasonably withheld. All extensions of time shall be in writing and signed by a representative of the City and CODE, and shall specifically state the extension agreed upon. Email shall suffice.

ARTICLE 8: GRIEVANCE PROCEDURES

Section 8.1 Definition

A grievance shall mean an alleged violation of a specific provision of this Agreement arising under and during the term of this Agreement, except that any dispute or difference of opinion concerning a matter or issue addressed by the Cincinnati Civil Service Commission's rules or which could be heard before the Cincinnati Civil Service Commission, except for disciplinary actions, shall not be considered a grievance under this Agreement. Discipline involving suspensions, demotions and terminations pursuant to Article 7 of this Agreement may only be grieved according to this Article and may not be appealed through the Civil Service Commission. The Parties explicitly waive the provisions of Ohio Revised Code Chapter 124 as they relate to the appeal of disciplinary action. Grievances regarding written reprimands may be filed at Step 1 and advanced to Step 2, but may not be referred to arbitration.

Failure of probation shall not be grieved.

Performance evaluations shall not be grieved.

Discipline less than a written reprimand may not be grieved.

CODE may appeal a written reprimand on behalf of a CODE employee by filing a grievance at the next highest step from the level at which the written reprimand was issued. Such grievance must be in proper written form. Consultations and oral reprimands are not appealable through the Grievance Procedure. Grievances regarding written reprimands shall only be heard once and will never be subject to arbitration.

CODE is the sole and exclusive bargaining agent for all members, and the City does not recognize any grievance not previously reviewed, approved, and filed by CODE.

Section 8.2 Procedure

If the grievance concerns corrective action greater than a written reprimand, the grievance shall proceed directly to Step 3 (the Human Resources/Mediation step). For grievances concerning all other matters, the following procedure shall be used:

STEP 1. Division Level

If there is an employee(s) who believes they have been aggrieved, he/she with the President, Vice President, or Union Representative (only one of these three) shall first notify the employee's immediate supervisor/manager of a potential grievance. The

employee should notify the supervisor/manager as soon as possible so that the parties can attempt to informally resolve the matter. No grievance shall be considered or processed unless submitted in writing after the first event giving rise to the grievance or within 15 working days after the employee or CODE, through the use of reasonable diligence, could have obtained knowledge of the first event giving rise to the grievance. These 15 days may be used to hold informal grievance (or grievance avoidance) meetings with appropriate Supervision/Management. The employee and/or a Union President, Vice President, or Union Representative (only one of these three) will meet with the Division Head or designee.

If the matter cannot be resolved informally within the aforementioned 15 working days, then CODE shall submit the grievance in writing to the Division Head by or on the 15th day. If a grievance is not presented within this time limit, it shall be considered "waived."

Once the written grievance is submitted, the Division Head or their designee will then meet with the Union (which may include the grievant and up to two other Union officials or Representatives). However, if the Division Head or designee has already met with the Union to discuss the matter informally, as described above, a written response will be submitted by the Division Head within 5 working days of receipt of the written grievance. Otherwise, the Step 1, Division-level meeting shall occur within 10 working days of the submission of the written grievance.

If the parties have not previously met, the Division Head or their designee will then meet with the Union (which may include the grievant and up to two other Union officials or Representatives). The Division head will respond in writing to the CODE President within 5 working days after the Step 1, Division-level meeting is held. Notification will be sent to the Union via City e-mail to the e-mail address: president@codegroup.org. The City or CODE may request a reasonable extension of all timelines in this section. All extensions must be in writing, signed by both the City and CODE, specify the length of time for the extension, and shall not be unreasonably denied. Email shall suffice.

STEP 2. Department Level

If the grievance is not satisfactorily settled at Step 1, the Union may, within 5 working days after receipt of the Step 1 answer, appeal the grievance to the Department Head. The Department Head or designee shall meet with the Union (which may include the grievant and up to two other Union officials or Representatives) within 10 working days in an attempt to adjust the grievance and shall render an answer in writing stating the reasons for granting or denying the grievance within 10 working days after the Step 2, Department-level meeting. The Department Head or their designee shall notify the Union via City e-mail to the e-mail address: president@codegroup.org. The City or CODE may request a reasonable extension of all timelines in this section. All extensions must be in writing, signed by both the City and CODE, specify the length of time for the extension, and shall not be unreasonably denied. Email shall suffice.

STEP 3. Mediation / Human Resources

In order to move the grievance to Step 3, the Union must notify the Human Resources Department of its intent to do so within 5 days of the receipt of the Step 2 answer, or it will

be considered waived/settled.

Grievances that are not satisfactorily settled at Step 2 which involve contract interpretation (not related to discipline), and discipline matters involving suspensions of 24 hours or more (or equivalent loss of pay or vacation) will move directly to mediation. All other grievances will proceed directly to Human Resources, unless the parties mutually agree to move a grievance to mediation.

The Union may request, in lieu of mediation, that the Human Resources Director or designee(s) hear any grievance otherwise designated to go to mediation. All grievances heard by the Human Resources Director or designee(s) shall not be eligible for mediation.

Human Resources

Within 10 working days of submitting a grievance to the Human Resources Director, the Human Resources Director, or designee(s), along with departmental management when applicable, shall meet with the Union (which may include the grievant and up to two other Union officials or Representatives) in an attempt to adjust the grievance. The Human Resources Director or designee(s) shall, within 10 working days of the Step 3 Human Resources-level meeting, render an answer in writing (to the e-mail address: president@codegroup.org) stating the reasons for granting or denying the grievance. The City or CODE may request a reasonable extension of all timelines in this section. All extensions must be in writing, signed by both the City and CODE, specify the length of time for the extension, and shall not be unreasonably denied. Email shall suffice.

Mediation

When a grievance is moved to mediation the Human Resources Director or designee(s), along with departmental management shall meet with the Union (up to three persons which may include the grievant) and a Mediator from the Federal Mediation and Conciliation Service (FMCS) in an attempt to adjust the grievance through the mediation process. The representatives attending for each party shall have complete authority on behalf of their party to enter into a binding agreement to resolve the grievance. If FMCS no longer offers free mediation, the parties agree to request a Mediator from the Ohio State Employment Relations Board (SERB). For grievances that are moved to Step 3, should free mediation from FMCS and from SERB no longer be available during the term of this agreement, all grievances will only be heard by the Human Resources Director designee, and if denied, may be moved to Arbitration.

STEP 4. Arbitration

If the grievance is not satisfactorily settled at Step 3, the Union may, within 20 calendar days after receipt of the Step 3 answer, submit the grievance to the Human Resources Director or his/her Designee for arbitration. Once the City has received notification, the Union has thirty 30 calendar days (from the date that the Union sent the notice to arbitrate) to move to select an arbitrator (and notify the City). The Parties agree to select and schedule an arbitrator within 90 days of the date the Union sent the notification letter to the Human Resources Director or his/her Designee. If a party fails to cooperate in good faith with the scheduling of the arbitration, the other party must provide the uncooperative party with 30 calendar days' notice alleging failure to cooperate. If the uncooperative party

continues to fail to schedule the arbitration, the grievance will be settled in favor of the party alleging delay. The City or CODE may request a reasonable extension of all timelines in this section. All extensions must be in writing, signed by both the City and CODE, specify the length of time for the extension, and shall not be unreasonably denied. Email shall suffice.

The parties agree to utilize the Arbitration and Mediation Service (“AMS”) and its rules for the administration of all arbitrations, including the establishment of a panel of five (5) permanent arbitrators to hear all arbitration cases between the parties. Within thirty (30) calendar days after the signing of the Agreement, the City and Union will request AMS to provide a panel of nineteen (19) arbitrators who maintain a business or home address within a two hundred (200) mile radius from the City of Cincinnati. Once the panel is received, the parties shall meet to review the panel and strike arbitrator names (seven strikes per party, losing party based on coin-flip shall go first), until five arbitrator names remain. These five arbitrators shall constitute as the permanent arbitrator panel. The parties further agree to select arbitrators from this panel to hear grievances on a rotational basis, starting in alphabetical order.

Once each year the parties will review the list of arbitrators. Either party may remove an arbitrator during this annual review. The replacement will be by mutual agreement or based on the rules mentioned above. The annual review will take place at the anniversary date of the Agreement.

In the absence of a permanent panel, Arbitration and Mediation Service Rules will prevail for the selection and administration process.

The parties may, only by mutual agreement, utilize an alternative arbitration service, and/or alternative rules for selecting an arbitrator.

- A. The fees and expenses of the arbitrator shall be borne equally by the City and the Union. Furthermore, the aggrieved employee, his Union Representative, and the CODE President and any necessary witnesses shall not lose any regular straight-time pay for time off the job while attending an arbitration proceeding.

Section 8.3 Limitation on Authority of Arbitrator

The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the question of whether there has been a violation, misinterpretation or misapplication of the specific provisions of this Agreement based on the specific issue submitted to the arbitrator by the parties in writing. If CODE and the City agree to no joint written stipulation of the issue, the arbitrator shall be empowered to determine and decide the issue raised by the grievance as submitted in writing at the First Step. The arbitrator shall be without power to make recommendations contrary to or inconsistent with any applicable laws or rules and regulations of administrative bodies that has the force and effect of law. The arbitrator shall not in any way limit or interfere with the powers, duties and responsibilities of the City under law and applicable court decisions. The decision of the arbitrator, if made in accordance with the jurisdiction and authority granted to the arbitrator pursuant to this Agreement, will be accepted as final by the City, CODE and the employee(s), and all parties will abide by the

decision, subject to any appeal rights allowed by the Ohio Revised Code.

Section 8.4 Time Limits

No grievance shall be entertained or processed unless it is submitted within the time limits specified in Step 1, Division Level. If a grievance is not presented within this time limit, it shall be considered "waived." If a grievance is not appealed to the next step within the specified time limit or an agreed extension thereof, it shall be considered settled on the basis of the last step answer. Failure at any step of this procedure to hold a meeting or communicate a decision on a grievance within the specified time limits shall permit the aggrieved party to treat the grievance as denied and to proceed immediately to the next step. The parties may, by mutual agreement in writing, extend any of the time limits set forth in this Article 8. All extensions must be in writing, signed by both the City and CODE, specify the length of time for the extension, and shall not be unreasonably denied. Email shall suffice.

ARTICLE 9: NO STRIKE/NO LOCKOUT

Section 9.1 No Strike

During the term of this Agreement, neither CODE nor any officers, agents or employees will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, secondary boycott, residential picketing, slowdown, sit-down, concerted stoppage of work, concerted refusal to perform overtime, mass absenteeism, mass resignations, or any other intentional interruption or disruption of the operations of the City at any location, regardless of the reason for so doing. Each employee who holds a position of officer of CODE occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Section 9.1. Accordingly, CODE agrees to notify all CODE officers and representatives of their obligations and responsibility for maintaining compliance with this Article, including their responsibility to abide by the provisions of this Article by remaining at work during any interruption as outlined above. In addition, in the event of a violation of this Section of this Article, CODE agrees to inform its members of their obligations under this Agreement and to encourage and direct them to work by all means available under its Constitution, Bylaws, or otherwise.

Section 9.2 No Lockout

The City will not lock out any employees during the term of this Agreement as a result of a labor dispute with CODE so long as there is good faith compliance with this Article, unless the City cannot efficiently operate in whole or in part due to a breach of Section 9.1.

Section 9.3 Penalty

The only matter which may be made the subject of any proceeding concerning disciplinary action imposed for an alleged violation of Section 9.1 is whether the employee actually engaged in such prohibited conduct. The failure to confer a penalty in any instance is not a waiver of such right in any other instance nor is it a precedent.

Section 9.4 Judicial Relief

Nothing contained herein shall preclude the City or CODE from obtaining a temporary restraining order, damages and other judicial relief in the event CODE, any employees covered by this Agreement, or the City violate this Article.

ARTICLE 10: LAYOFF/RECALL

Section 10.1 Layoffs

- (A) Layoffs and displacements may occur as a result of lack of funds and/or lack of work or job abolishment or job redesign. In any such event, layoff and recall will be in accordance with the Ohio Revised Code §124.32 and any applicable Civil Service Commission rule, except as may be superseded or amended hereafter. In lieu of layoffs, transfers to vacant positions between employing units will be made whenever possible.
- (B) The City will provide CODE with a copy of the “Layoff Statement of Rationale” at least 30 days prior to the effective date of a layoff whenever sufficient time permits or earlier whenever possible. This statement will explain the reason and justification for such layoff or displacement. Employees have the right to appeal the procedural aspects of layoff or displacement to the Civil Service Commission.
- (C) Whenever there is a reduction in the workforce, permanent employees who have passed their initial probationary period are the last to be laid off in a classification within their employing unit. Students, emergency employees, seasonal, provisional and permanent employees who have not passed their initial probation are laid off before full-time employees. Part-time employees are laid off before full-time employees. Employees displaced or designated for a layoff will fill existing vacancies within the employing unit first, provided they meet the qualification contained in the job description for the position.
- (D) If the employee whose position has been eliminated has more retention points than any other Division 0 employee occupying a position within the same employing unit and at the same or lower rate of pay but in a different classification series, and otherwise meets all of the qualifications required for the position pursuant to the published job description, then the employee with the fewest retention points will be displaced.

In no case will an employee “bump” another employee with more retention points.

- (E) When an employee is laid off, he or she will receive all wages due including, at the employee’s option, all accumulated vacation pay. Such payments will be made no later than the pay period after the layoff.
- (F) In the event of any changes in state law affecting this Article 10, the changes shall become a part of this Agreement unless CODE or the City objects. In that event, CODE and the City have fourteen 14 days from the effective date to notify the other party of their objection. The parties agree to meet and confer. Any deviation from state law will be

effected by a Memorandum of Understanding. If no agreement can be reached, then state law prevails.

- (G) The City agrees to provide CODE representatives a minimum of sixty (60) days notice and the opportunity for input if CODE positions are considered for elimination. Further, the City agrees to work with CODE to minimize any layoff of CODE members.

Section 10.2 Recall

- (A) A layoff recall list by classification will be maintained by the Human Resources Department and will be available to CODE upon request. Upon creation of a new layoff recall list the City shall immediately provide CODE with that layoff recall list. Any employee who is laid off will remain on the layoff recall list for 24 months. Affected employees will be placed on the layoff and recall list by classification and in descending order of retention points. Employees will be recalled to their classification in their employing unit in the order their names appear on the layoff and recall list. Employees may also be recalled to other layoff jurisdictions when vacancies occur and there are no laid off employees from that jurisdiction. In the event an employee desires to return to a classification other than the classification he or she held at the time of layoff, the employee must be qualified for the position according to the City's job specification for the position.
- (B) In the event the City Manager identifies an employing unit for non-bargaining unit downsizing, which will have a negative impact as a result of "bumping" within the bargaining unit, then no later than 30 days prior to the actual job elimination and "bumping", the City and CODE, or appropriate sub group will meet to discuss the impact of the downsizing on the bargaining unit. The City Manager does not relinquish the inherent management rights regarding downsizing and layoffs.

ARTICLE 11: VACATION

Section 11.1 Vacation Accruals

Permanent employees working at least $\frac{3}{4}$ time are eligible for vacation accrual. Vacation is earned and charged in the same proportion to full-time as the employee's work schedule is to full-time.

Employees who are in leave without pay status for less than 40 hours within a pay period will earn his or her full vacation credit. Employees who are absent without leave for 40 hours or more within a pay period shall earn one week's credit.

For purposes of determining vacation accrual, employees shall receive credit for any prior full-time City of Cincinnati service. If an employee has a break in full-time service with the City, the employee's original seniority date will be adjusted to reflect the break in service. Employees retain their original vacation seniority date for any break in service due to layoff, military time, or approved leave without pay.

Employees eligible for vacation accrual under this section shall earn vacation in accordance with

the following schedule:

SENIORITY	Hours Earned Per Pay Period	Vacation Days that Should be Taken Per Year	Maximum Allowable Balance of Accrued Vacation Hours
Less than 4 years	3.7 hours	12 days	190 hours
4 years up to 9 th	5.0 hours	16 days	270 hours
9 years up to 14 th	5.6 hours	18 days	305 hours
14 years up to 19 th	6.5 hours	21 days	350 hours
19 years up to 24 th	7.4 hours	24 days	395 hours
24 Years and Up	9.0 hours	29 days	480 hours

Section 11.2 Approval by Appointing Authority

All vacation leaves shall be taken at such time as may be approved by the Appointing Authority or designee. Vacation leave may be taken in increments as small as one-tenth (1/10th) of an hour with the approval of the Appointing Authority.

Section 11.3 Payment upon Separation from City Service

An employee with vacation accrual who is about to be separated from City service through resignation, discharge, retirement, or layoff and who has unused vacation leave to his/her credit, shall be paid at the employee's hourly rate of pay at the time of separation in a lump sum (less applicable withholding) for each hour of unused vacation leave, less any amounts owed by the employee to the City, provided, however, that such payment shall not exceed the maximum number of vacation hours outlined in Section 11.1. However, an employee who is involved in a layoff and who has unused vacation leave to his/her credit at the time the layoff is effective, may choose, in lieu of a lump sum cash payment for such unused vacation credit, to leave such vacation credit on account to be restored to his/her credit upon reemployment with the City, provided such reemployment occurs within 1 year. If the reemployment does not occur within 1 year, then any unused vacation leave left on account will be paid in lump sum to the employee, as provided for in this Section 11.3.

Section 11.4 Payment upon Death

When an employee dies, any and all accrued, and unused vacation leave to his/her credit shall be made payable to the beneficiary designated on the employee's City guaranteed life insurance policy within sixty (60) calendar days. In the event that the employee has no designated beneficiary, said unused vacation leave shall be paid to the employee's estate. Such payment shall be made payable at the employee's hourly rate of pay at time of death in a lump sum (less applicable withholding), less any amounts owed by the employee to the City.

Section 11.5 Purchase of Vacation Hours

Each member of CODE shall have the right to purchase up to eighty (80) hours of vacation time during each payroll year at their standard hourly rate if the employee has less than 80 hours of

vacation accrued at the time of purchase. Employees wishing to purchase vacation shall do so over 26 pay periods via payroll deduction. Employees must also sign an agreement to reimburse the City if the employee leaves City service prior to the end of the 26 pay periods.

ARTICLE 12: HOLIDAYS

Section 12.1 Holidays Observed

Employees working at least $\frac{3}{4}$ time, shall be entitled to 10 paid holidays as set forth below.

- (1) New Year's Day, January 1
- (2) Martin Luther King's Birthday, the third Monday in January
- (3) President's Day, the third Monday in February
- (4) Memorial Day, the last Monday in May.
- (5) Independence Day, July 4
- (6) Labor Day, the first Monday in September
- (7) Veterans' Day, November 11
- (8) Thanksgiving Day, the fourth Thursday in November
- (9) Day After Thanksgiving Day, Friday after Thanksgiving
- (10) Christmas Day, December 25
- (11) In addition to the above holidays, any day declared by the City Manager as a holiday or day of mourning shall also be counted as a holiday, but only for that calendar year.

Employees working $\frac{3}{4}$ time shall be paid the same number of hours for the Holiday that he normally works, not to exceed 8 hours.

Section 12.2 Personal Business Day

Each full-time or $\frac{3}{4}$ time bargaining unit employee shall receive one (1) Personal Business day per year to conduct personal business that cannot be conducted outside of the regular workday. This shall be paid in one, eight (8) hour block (6 hours for employees working $\frac{3}{4}$ time). The Personal Business Day shall be granted to the employee at the beginning of pay period two (2) each year and may be taken at any time prior to the end of pay period one of the following year subject to the restrictions set forth herein. Days shall not accumulate. The use of this Personal Business Day is subject to the usual operational need requirements.

Section 12.3 Eligibility and Pay

- (A) If the actual holiday falls on a Sunday, then the following Monday is considered the holiday. If the actual holiday falls on a Saturday, then the preceding Friday is considered the holiday.
- (B) Employees earn double time for the number of hours worked on the observed (Monday or Friday) holiday in addition to 8 hours pay for the holiday. This also applies if the actual holiday falls on Monday through Friday and is worked.
- (C) If the actual holiday falls on Saturday or Sunday and is worked, regular overtime applies.

Section 12.4 Nonstandard Shift

Employees working normal daytime hours but including weekends and employees working normal rotating shifts on seven day operations:

- (A) Earns holiday pay (double time) for the number of hours worked on the actual holiday not the observed holiday in addition to his/her normal 8 hours pay for that day. For example, if an employee's normal off days are Tuesday and Wednesday, and the actual holiday falls on Sunday and is observed on Monday, the employee receives double time for the number of hours worked on the actual holiday plus 8 hours pay for the actual holiday. If the employee also works on the observed holiday, he/she will be paid at straight time.
- (B) If the actual holiday falls on the employee's normal off day, the employee must be given another day off or another day's pay.
- (C) If the employee is given another day off and the actual holiday falls on his/her first off day, then he/she receives the day off preceding the actual holiday. If the actual holiday falls on his/her second off day, then he/she receives the day off after the actual holiday.

Section 12.5 New Employee

A new employee whose first work day is a holiday receives pay for that holiday provided he/she works the rest of the week.

ARTICLE 13: SICK LEAVE

Section 13.1 Rate of Accrual

- (A) Permanent and provisional employees who work full-time earn four hours of sick leave per bi-weekly pay period (2 hours for each 40 hours of service).
- (B) Employees who work at least $\frac{3}{4}$ time but less than full time earn a prorated amount.
- (C) In case of absence without pay during a bi-weekly pay period, 4 hours SWP will be earned if the employee is in a pay status more than 40 hours. Two hours SWP will be earned if the employee is in a pay status for 1 to 40 hours inclusive in the pay period.
- (D) Employees do not earn SWP while on IWP leave or receiving donated time.

Section 13.2 Break in Service

- (A) Persons who re-enter City service as a permanent employee within 1 year (including those who re-enter City service by new examination) shall be credited with any accumulated sick leave balance remaining at the end of their previous service. This provision includes persons reinstated or rehired to City service.

Exception: Employees hired into a City position who are receiving a pension as a result of previous employment with the City shall not be credited with the sick leave balance they had when separated from their previous City employment. They shall start their second employment period with the City with a sick leave balance of zero.

- (B) Persons returning to full-time employment after an interval of part-time employment that was immediately preceded by full-time employment with no break in service shall be credited with any accumulated sick leave balance at the end of their previous full-time service.
- (C) No credit is given if the employee was out of service more than one year, except because of military leave; returned to work within two years of medical separation; or recalled within three years from a Police or fire layoff list. In such cases, complete Form 3-S to credit the employee with his previously earned SWP balance.

Section 13.3 Previous Ohio Public Employment – Sick Leave Balance Transfer

Employees who have been previously employed by either the City of Cincinnati or another Ohio public employer may transfer any unused sick leave credit to their City sick leave balance.

To be eligible for this benefit, the following criteria must be met:

- (A) The employee must be a full-time employee of the City.
- (B) The employee must have been hired by the City on or after February 4, 1987. Employees have six years from their date of hire to submit a request to transfer sick time. Employees must make such requests within ten years of the last date of their previous public employment.
- (C) The employee must provide documentation of the sick leave balance to be transferred. This can be accomplished by a letter from the previous public employer stating the unused sick leave balance held by the employee. The City reserves the right to take reasonable steps to insure the accuracy of any documentation provided by the employee.
- (D) The employee must request this sick leave balance benefit in writing, with the supporting documentation, to the Human Resources Director.

Section 13.4 Donated Time

Permanent, provisional, and part-time (working at least ¾ time) employees may receive donated time with the approval of the employee's agency and under the following circumstances:

- (A) It is a legitimate use of SWP, SWP-F (Sick with Pay–Family), SWP-M (Sick with Pay–Maternity), or SWP-D (Sick with Pay–Death) in cases of catastrophic illness or cases that result in extreme hardship for the employee. Prior approval from the Human Resources Director must be obtained by the department for donated time to be used.
- (B) They have exhausted all of their own SWP, vacation, and compensatory time.
- (C) Time donated is deducted from the donor's vacation balance or comp time

- balance not SWP balance, unless otherwise permitted by this labor agreement.
- (D) The number of hours credited to the employee receiving the donation depends on the employee's rate of pay as compared to the rate of pay earned by the donor. If the donor earns less than the donee, the hours donated will be prorated. If the donor earns more than the donee, the hours credited will be greater than those donated. The list of donors with accompanying calculations must be forwarded to the Human Resources Department for verification and approval.
 - (E) Employees receiving donated time do not accrue vacation or sick leave unless the employee is working part-time. Then the employee will earn vacation and sick leave under the rate of accrual for employees working less than 80 hours. In addition, employees on donated time do not receive holiday pay. No new benefits can be earned by the employee receiving donated time (e.g., vacation, sick leave, holidays). Therefore, 8 hours must be donated for any workday of the week on which a holiday falls.
 - (F) Donated time cannot be used to prolong an employee on the payroll in order to make him/her eligible for any retirement benefits.
 - (G) When an employee returns to work, any donated time that has not been used will be removed from the employee's list of donors. Upon returning to work, an employee begins to accumulate vacation and sick time that must be used before any additional donated time can be requested from other employees.

Section 13.5 Types of Sick Leave

Available to all full-time, bargaining unit employees:

(A) SWP (Sick With Pay)

Granted when an employee is physically unable to work due to illness, off-duty injury, or official quarantine, or for routine medical and dental appointments (as described in C below). Sick leave must be approved by the supervisor.

- (1) Sickness or injury caused by outside employment cannot be charged to SWP. Vacation or compensatory time may be used.
- (2) If the agency questions the treating physician's diagnosis or the length of absence, the employee may be sent to the City Physician for evaluation. The City Physician's decision is final.
- (3) Full-time bargaining unit Employees shall be granted SWP-MDL (Medical/Dental Leave) not to exceed a total of 24 hours per calendar year for medical and dental appointments. To be eligible for MDL, Employee must provide a note from the medical or dental provider that confirms attendance at the appointment.
- (4) SWP may be approved for attendance at an appropriate substance abuse treatment program. Attendance at the Public Employees Assistance Program (PEAP), beyond the first visit, is on the employee's own time.
- (5) Sick leave, if available, must be used for time off because of illness, off-duty injury, or official quarantine. Vacation or compensatory time may not be used in such situations unless SWP has been exhausted. An exception to the requirement that an employee's sick leave balance be exhausted may be granted by the department director under the following circumstance:

- (i) To avoid loss of vacation when an employee is at the maximum allowable balance.

(B) SWP-F (Sick With Pay – Family)

Usage of leave for illness in the family varies according to the composition of the immediate family (spouse, parent, parent-in-law, child, sibling or member of the immediate household) and the seriousness of the case. Sick With Pay- Family shall be granted for the following reasons:

- (1) **Official quarantine** – for the duration of the quarantine. Official quarantine may only be imposed by a City, County, or State Health Official authorized to do so.
- (2) **To care for and make arrangements for a sick member of the immediate family** – up to one day. Additional time (not to exceed four days) may be granted by the immediate supervisor provided the employee submits written verification by the treating physician.
- (3) **Serious accidents, major or minor surgery, critical or sudden illness involving a member of the immediate family** – up to one day. Up to a maximum of one week of additional sick leave may be granted by the immediate supervisor and two weeks of additional sick leave may be granted by the agency head. The employee must provide written verification by the treating physician.
- (4) **Childbirth** – the father of the child shall receive one day on the day the child is born and one day on the day the child is brought home.

The employees covered under this Agreement shall be eligible for Parental Leave under the City's current Parental Leave policy. If the City's Parental Leave benefit is terminated at any time, the parties will revert back to the language above in (B)(4). If the Parental Leave is modified, CODE may elect to apply the foregoing language.

(C) SWP-M (Sick With Pay – Maternity)

Granted for the period during which the employee is physically unable to work due to: pregnancy, childbirth, miscarriage, a related medical procedure, or recovery there from.

- (1) The usual amount of time off granted for a normal delivery is six weeks. Time off longer than the six weeks requires a doctor's note indicating when the mother will be medically able to return to work.
- (2) The employee must notify her supervisor approximately two weeks in advance of her expected date of departure. Employees experiencing unexpected emergencies will not be penalized for failure to give proper notification.

(D) SWP-D (Sick With Pay – Death)

Length of leave depends on the following:

- (1) **Death of the immediate family** – (spouse, parent, step-parent, parent-in-law, grandparent, child, sibling, grandchild, legal guardian or member of the immediate household). Four days.
- (2) **Death of any other relative** - one day to attend the funeral. A maximum of five days

a calendar year can be used to attend funerals of relatives not in the immediate family. Other relatives include blood relatives of the employee, sister and brother-in-law, grandparents-in-law, uncles, aunts, nieces and nephews of the employee's spouse. Relatives do not include previous spouses or relatives of such previous spouses, or in-laws other than those named.

(E) SWP-A (Sick With Pay – Adoption)

Granted to employees in the same manner as SWP-M and SWP-F(childbirth).

- (1) The employee must notify the supervisor at least two weeks in advance of the arrival of the adopted infant. However, emergency situations will not automatically result in denial.
- (2) No newly adopted child over 2 years of age shall be covered by this benefit.

The employees covered under this Agreement shall be eligible for Parental Leave under the City's current Parental Leave policy. If the City's Parental Leave benefit is terminated at any time, the parties will revert back to the language above in (B)(4). If the Parental Leave is modified, CODE may elect to apply the foregoing language.

(F) SWOP (Sick Leave Without Pay)

May be granted when an employee is sick or injured but does not have a sick leave balance or other available balances. May also be granted when necessary to qualify for long-term disability insurance or workers compensation benefits.

- (1) Employee must follow proper reporting procedure and provide requested proof. Failure to do so may result in being recorded as AWOL.
- (2) SWOP may not exceed one year. A medical evaluation may be required before return to work.

Section 13.6 Verification for SWP and/or SWP-F Usage

(A) Definitions:

- (1) Instances: An "instance," for purposes of this Article is defined as an occasion lasting for 2 or more hours regardless of duration.
- (2) Physician: For purposes of this Article, "physician" shall mean licensed doctoral-level healthcare provider or Nurse Practitioner who is providing the treatment.

(B) Five 5 or more instances: An employee with 5 or more instances of SWP, SWP-F, or any combination of the two during the 12-month period beginning and ending with the employee's annual performance rating date, will be required to provide a physician's verification of illness and inability to work, or in the case of SWP-F, provide verification of the illness of the involved family member from an appropriate official including: physician, school principal or designee, licensed daycare provider, or other licensed healthcare professional.

(C) Duration of Instance: If any instance of SWP exceeds 3 consecutive workdays, the supervisor may ask for a physician's verification.

- (D) **Usage of greater than 80 hours:** At any time during the 12 month period beginning and ending with the employee's annual performance rating date, when an employee's accumulation of SWP and SWP-F usage totals 80 hours regardless of the number of instances, the supervisor may review the usage and choose to request a physician's verification for any subsequent usage during the 12 month period.
- (E) **Patterned Usage:** When an employee shows a pattern of usage of SWP and/or SWP-F as evidenced for example by a frequency or pattern contiguous to weekends, holidays, or vacation, a physician's verification of illness and inability to work will be required after 3 instances during the 12 month period beginning and ending with the employee's annual performance rating date.

Section 13.7 Annual Sick Leave Conversion (Buy Back)

- (A) Time sold back will be deducted from the employee's accumulated balance. Only sick time hours accumulated with service as an employee with the City of Cincinnati may be sold back.
- (B) Each calendar year CODE employees may convert up to 80 hours of unused sick leave to cash at the rate of 80 hours for 53 hours paid if they meet the following criteria:
 - (1) Have a sick leave balance of 600 hours or more, OR
 - (2) Have a sick leave balance of from 200 to 599 hours and have used 24 hours or less sick leave in the past 26 pay periods of the preceding year. SWP-D, and SWP-MDL (medical/dental leave) are not counted in determining the 24-hour criteria.
- (C) An employee that is eligible and wishes to convert sick leave to cash must notify the appropriate payroll authority before January 10 of the same year payment is made. Payment will be made at the rate of pay in effect in pay period 26 of the preceding year.

Section 13.8 Personal Leave Reciprocity for Responsible Usage Of SWP / SWP-F

Beginning on January 1, 2013, the following personal leave reciprocity plan will become effective:

- (A) Permanent employees will earn 8 hours of personal leave time if they use no more than 8 hours of SWP and SWP-F combined between pay period 2 and pay period 14 of each year, if they have a balance of 50 hours of SWP at the end of pay period 14. Personal leave time earned for this period may be taken from pay period 15 through the end of pay period 1 of the following year. Personal leave time must be scheduled with the approval of the supervisor.
- (B) Permanent employees will earn 8 hours of personal leave time if they use no more than 8 hours of SWP and SWP-F combined between pay period 15 through the end of pay period one 1 of the following year, if they have a balance of 50

hours of SWP at the end of pay period one 1. Personal leave time earned for this period may be taken from pay period two 2 through pay period fourteen 14. Personal leave time must be scheduled with the approval of the supervisor.

- (C) Personal leave time credited in any half year period must be used in the time periods stated above, or the time will be forfeited. There will be no accrual of personal leave time.

ARTICLE 14: SICK TIME DONATION PROGRAM

Section 14.1 Purpose

In addition to the City's current vacation and comp time donation program, which the City agrees to maintain during the term of this agreement, this Sick Time Donation program is to assist full-time CODE employees, eligible to earn accruals, who have exhausted all of their own SWP, vacation and comp time as a result of an illness or injury. Eligible CODE employees may donate sick time hours in addition to vacation and comp hours for sick usage/donation only.

Section 14.2 Conditions

An employee may utilize the time donation program only if all of the following conditions are met:

- (A) The CODE employee must have exhausted all of their own SWP, vacation and comp time available to him/her to be eligible for this benefit; and
- (B) The CODE employee shall submit an application requesting donation of leave to the Human Resources Director or designee. The application shall include acceptable medical documentation of illness or injury including diagnosis and prognosis. The injury or long-term illness must require the employee to be away from work for at least two (2) full pay periods. This application shall be on a form mutually agreed to by the City and CODE; and
- (C) The Human Resources Director or designee shall determine that the CODE employee is eligible to receive leave; and
- (D) The approved application shall be forwarded to CODE. CODE shall post a notice on CODE bulletin boards that the eligible employee may receive donations of leave and may use the City's email system to request donations of leave from other CODE employees; and
- (E) Donated leave shall be considered sick leave but shall never be converted into a cash benefit.

Section 14.3 Employees Donating Time

- (A) An employee desiring to donate leave shall submit a completed time donation form to the Division payroll office.
- (B) It is understood that all leave donations are voluntary.
- (C) All donated leave shall be paid at the regular hourly rate of the employee

donating the leave, not at the regular hourly rate of the employee receiving the donation.

- (D) Leave may be donated in increments of at least four (4) hours. This is a completely voluntary program. A decision made by the City regarding acceptance or rejection of an application for donations shall be final and the same shall not be subject to the grievance and arbitration procedure.
- (E) CODE employees may donate hours on a 1-for-1 basis, up to a maximum of 40 hours per year.

ARTICLE 15: HOURS OF WORK & OVERTIME

Section 15.1 Application of Article

This Article is intended only as a basis for calculating overtime payments for overtime eligible front-line field employees, as set forth in Appendix B and to generally describe the parameters for employees' work schedules, and nothing in this Article or Agreement shall be construed as a guarantee of hours of work per shift, per week, or any other period.

Section 15.2 Changes in Normal Work Schedule, Work Period & Workday

Should it be necessary in the interest of efficient operations to establish schedules departing from the normal or established work schedule, work period, workday or shift, the Appointing Authority or his/her designee will give forty-eight (48) hours' notice where practical of such change to the individuals affected by such change.

Section 15.3 Overtime/Compensatory Time

- (A) CODE front-line field employees working with Division 1 field employees (as listed in Appendix B) will earn overtime at 1 ½ their rate for hours worked in excess of 40 hours per week. Effective upon date of ratification of the 2019 Agreement, Pre-approved vacation or compensatory time, pre-scheduled sick leave (e.g. scheduled surgery), or any sick leave absence accompanied by a valid physician's verification of illness, and Holidays listed in Section 12.1 shall count toward the 40-hour threshold.
- (B) Call-out pay: In addition to overtime provided in Section (A), employees listed in Appendix B who are called out to perform emergency work not adjacent to their normal work schedule shall be paid for the hours worked at the overtime rate. All overtime must be approved in advance by the employee's supervisor. This provision shall be effective upon ratification of the 2008 Agreement.
- (C) Compensatory time may only be earned in lieu of cash payment for authorized time worked on an overtime basis. At the option of the Appointing Authority or his/her designee, an employee shall receive compensatory time in lieu of overtime payment at the applicable rate for time worked on an overtime basis. Compensatory time account balances shall be maintained in units of tenths (10th) hours. Departments retain the right to require employees to use their compensatory time in accordance with existing policies.

- (D) Compensatory time may be accrued to a maximum of 80 hours, unless the needs of the department requires otherwise, subject to approval by the Human Resources Director. Compensatory time may be carried over to the following years. No member of CODE who is a front-line employee under Appendix B shall be required to accumulate more than 80 hours of comp time, unless the needs of the department requires otherwise, subject to approval by the Human Resources Director.
- (E) Bargaining unit employees who are not listed in Appendix B as overtime eligible may be eligible to earn overtime at the straight time rate in extraordinary circumstances such as catastrophic occurrence, events that potentially or actually interfere with the timely delivery of service to the public and may not be reasonably anticipated, and/or special events. Such overtime must receive Department Director approval and cannot exceed 7% of an employee's annual salary without the City Manager's approval.
- (F) On-Call Pay: IT employees in the positions of Computer Programmer Analyst (CPA), Computer Systems Analyst (CSA), Senior Computer Programmer Analyst (SCPA), and Technical Systems Analyst (TSA) who are required to carry a cell phone or other device in order to provide support such as 24/7 support on the City's critical systems are considered on-call (stand-by) status during the hours outside of their regular work schedule. This provision also applies to employees in these four classifications that have elected to carry personal cell phones rather than City-issued phones.

Employees designated in an on-call status shall be compensated as follows:

Regular On-Call (Weekdays): \$15.00/day
Weekend days or City-published holidays: \$20.00/day

On-Call employees are expected to answer emergency calls immediately upon receipt. However, under unforeseen circumstances, on-call employees shall be granted 45 minutes to respond to emergency calls. If the emergency call requires the employee to travel to a work site location, the employee shall be provided a reasonable time to arrive at the work site location after the call is received.

Employees in a no-pay status are not eligible to participate as on-call employees. "No-pay status" is defined in this collective bargaining agreement as time an employee is on unpaid suspension, on leave without pay, or is absent without leave.

Section 15.4 Flex Time

The City and CODE understand the need for employees to work Flexible Work Schedules to cover office hours and reduce overtime costs. The City has the right to demand that an employee perform a work related function outside of the normally established business hours of that employee. The employee may choose to flex these hours worked within that payperiod.

However, if circumstances do not permit the employee to do so, either because of the needs of the employer or the employee, the employee may accrue flex time at a straight rate, in

accordance with 15.3.A above. Flex time shall be used within 24 months of accrual absent extenuating circumstances. Use of flex time is subject to Departmental approval based on operational needs. It is understood that there is no absolute right to use all accrued flex time prior to resignation or retirement. Flex time pursuant to this Article shall have no cash value under any circumstances.

ARTICLE 16: WAGES & COMPENSATION

Section 16.1 Salary Schedule – Step: The salary schedule-steps for bargaining unit employees, effective March 23, 2008, shall be as set forth in Appendix C.

Salary step-ups shall become effective on the first day of the pay period of the employee’s performance review date following the effective date of this Agreement. A salary Step-up is contingent upon receipt of at least a “Meets Expectations” (or equivalent) on the employee’s most recent performance review, unless that review is not timely, in which case the employee shall automatically receive his/her step-up.

Employees should receive their performance evaluation on or before their anniversary date. If the subsequent rating is lower than “Meets Expectations,” the employee shall retain the Step-up increase associated with the rating period.

Section 16.2 Cost of Living Adjustment (COLA) or General Wage Increases

Effective March 24, 2019, all employees in the bargaining unit shall receive a COLA wage increase of 2%.

Effective March 22, 2020, all employees in the bargaining unit shall receive a COLA wage increase of 2%.

Effective March 21, 2021, all employees in the bargaining unit shall receive a COLA wage increase of 2%.

The City shall make the below pensionable lump sum payments to all employees in the bargaining unit represented by CODE:

- a. \$350 effective upon ratification of the 2019 – 2022 CBA
- b. \$350 effective March 22, 2020, Paid on April 14, 2020
- c. \$350 effective March 21, 2021, Paid on April 13, 2021

The year one increase is retroactive to and including March 24, 2019, and the retroactive payment shall be paid in full no later than the close of the third pay period after ratification by the City and the Union. All retroactive wage increases shall be pensionable for members of the bargaining unit, including without limitation individuals who retired after the effective date of the increase but before execution and approval of the Agreement.

Section 16.3 Working Out of Classification

Employees who are temporarily assigned the duties of a higher classification, shall be placed at the salary step which gives him at least a 5% increase, but no more than the step closest to the 5% increase for each hour worked in the higher class upon completing at least 1 full workday in the higher class. Working out of class assignments shall not exceed 6 pay periods without the express approval of the Human Resources Director. This process shall be utilized in lieu of the Civil Service Temporary Promotion process.

Section 16.4 Salary Increase Upon Permanent Promotion

Effective upon ratification of this Agreement, an employee who is permanently promoted to a CODE position shall be placed at the salary step which gives him at least a 7% increase, but no more than the step closest to a 7% increase over what the employee was previously earning. An employee who laterally transfers to a CODE position shall be placed at the salary step closest to his/her current wage rate that does not result in a loss of pay.

Section 16.5 Shift Differential

- (A) Employees assigned to a shift ending between 6:00 p.m. and midnight shall receive a shift differential of eighty (.80) cents per hour in addition to their regular rate of pay.
- (B) Employees assigned to a shift ending after midnight and before 10:00 a.m. shall receive a shift differential of ninety-five (.95) cents per hour in addition to their regular rate of pay.
- (C) Employees on rotating shifts: differential shall be paid to the employee who works the shift regardless of whether scheduled or relieving another employee, except it shall not be paid when sick or on vacation.
- (D) Shift differential shall be included in the regular rate used to compute overtime compensation and holiday pay. Shift differential shall be paid starting with the first day of such assignment.
- (E) A shift worker is paid the shift differential, if any, attached to his/her assigned shift for all continuous hours worked if he/she is not filling in for another employee on the shift before or after his/her assigned shift.

Section 16.6 Deferred Compensation

Employees who receive a bi-weekly paycheck are eligible to participate in either the International City Management Association (ICMA) Retirement Corporation's Deferred Compensation Plan or the State of Ohio Deferred Compensation Plan. Effective at the beginning of payroll year 2016, the City shall match each employee's contribution to their deferred compensation account in an amount up to \$750.00 annually.

Section 16.7 Mileage

Mileage will be paid in accordance with federal guidelines.

ARTICLE 17: INSURANCE

Section 17.1 Health & Hospitalization, Prescription Drug, Disability, Dental & Vision Coverage

The City shall continue to make available to employees and their dependents substantially similar group health and hospitalization insurance, prescription drug, long term disability, dental and vision coverage and benefits as existed immediately prior to the effective date of this Agreement. The health and hospitalization plan in effect for all bargaining unit employees shall be the City's "80/20 Plan", as described in Appendix D.

Employee monthly health insurance contributions shall be capped at \$85 per month for a single plan, and \$200 per month for a family plan for the duration of this agreement.

Section 17.2 Terms and Conditions

Employees wishing to change from a single to a family contract must notify the health plan within 30 days of their change in family status. Failure to notify within the 30 day time period will result in the employee having to wait until the next enrollment period to change the coverage from single to family. A family contract in the name of one spouse may be transferred to the name of the other spouse at any time.

An employee in a non-pay status shall have health care plan insurance premiums paid by the City for a maximum of 3 months while he/she is in such status. If the employee drops the coverage during such period, he/she may renew membership with full coverage as of their first day back in City service provided the employee completes a new application form.

ARTICLE 18: GENERAL PROVISIONS

Section 18.1 Residency Requirement

There shall be no residency requirement for CODE employees.

Section 18.2 Seniority

Seniority shall be an employee's length of continuous service with the City or continuous length of service in a job classification where only classification seniority is applicable.

- (A) An employee shall have no seniority for probationary period, but upon successful completion of the probationary period seniority will be retroactive to the original date of hire.
- (B) Seniority shall be broken when an employee:
 - (1) Resigns, unless reinstated within one (1) year.
 - (2) Is discharged for just cause.
 - (3) Is laid off and not recalled within time limits as determined by the Civil Service Commission.
- (C) For purpose of vacations within divisions, seniority shall be applied as provided by written policies and regulations of the divisions, as approved by the Department Director.

- (D) The City shall provide CODE, upon request, with a seniority list of all employees within the bargaining unit. The list shall be provided within 14 calendar days of the request. The seniority list shall contain the name, job classification, department, and date of classification entry of all employees in the bargaining unit.
- (E) The City shall provide CODE with a bi-weekly list of all new hires in the bargaining unit along with the employee's name, address, classification, and department.
- (F) Seniority for benefits such as vacation, sick leave, longevity pay, and health care benefits are covered in those specific articles of this Agreement.

Section 18.3 Ratification and Amendment

This agreement shall become effective when ratified by the City Council and CODE and signed by authorized representatives thereof and may be amended or modified during its term only with mutual written consent of authorized representatives of both parties.

Section 18.4 Uniforms

Employees who are required by the Appointing Authority to wear a prescribed uniform in the performance of their duty as City employees shall have such uniforms and replacements furnished by the City in accordance with rules established by the Appointing Authority.

Section 18.5 Health and Safety

It is the responsibility of every department to provide the safest working conditions, tools, equipment and work methods for employees. Management and labor must see that all safety rules and good working methods are used by all employees. It is the duty of all employees to use the safety rules and safe methods recommended for their safety. Violations of safety rules are to be considered the same as violation of any other department rule.

Section 18.6 Agreement Copies

The City and CODE will jointly select a printer to print copies of the final signed version of this Agreement. CODE shall pay for the copies for CODE employees.

Section 18.7 Vacancies and Transfers

- (A) The Civil Service process shall continue to be used for filling of positions. The Appointing Authority will give fair consideration for same classification transfers across departments requested by CODE employees. An unfilled position becomes a vacancy only when the Appointing Authority or designee determines to post the position. The City will make a good faith effort to adjust the schedule of an employee who applies for a promotion in another department of the City, in order to permit the employee to interview for that position.
- (B) Vacancies in positions above a lower rank or grade of any category in the bargaining unit shall be filled insofar as practical by promotion of eligible and qualified employees. All employees who fill these vacancies shall have gone through the initial screening process for that rank or grade. All classifications in Appendix A shall not be filled by unqualified

persons.

- (C) CODE employees shall not be prohibited from laterally transferring into non-CODE positions (and vice versa) solely due to a difference in the salary ranges of the two positions, if the two positions had identical salary ranges as of the date of creation of the bargaining unit. However, no employee shall be paid a salary greater than the range established by this Agreement for his/her position.
- (D) Within the first 12 months of employment in a bargaining unit position, the employee may transfer, promote, or demote to another City position. The current employing unit may delay departure of the employee up to a maximum of three pay periods, provided, however, that the delay does not jeopardize the employee's ability to complete the transfer, promotion, or demotion.

Section 18.8 Promotions

Vacancies within the bargaining unit shall be filled by lateral transfer or promotion when practicable. Otherwise vacancies shall be filled by an open to the public process or through exceptional appointment.

“Rule of 15”: If the promotional process is to be used, an exam must be given if there are more than fifteen (15) qualified and interested candidates. When a promotional exam is given for a classification within the bargaining unit, the names of the fifteen (15) persons having the highest score on the exam shall be certified. Employees from the Department in which the vacancy exists shall be ranked before employees from outside the Department. Disputes concerning the application of this Rule shall be resolved solely through the grievance and arbitration procedure and shall not be appealed to Civil Service.

ARTICLE 19: SAVINGS

Section 19.1 Gainsharing Policy Implementation

The City and CODE jointly agree to form a committee for the purpose of investigation and implementing a Gainsharing Policy for CODE members. Further details and program identification(s) can be developed through a Memorandum of Understanding and supplement this Agreement. Committee formation and a work development plan shall be created within one year from the effective date of this Agreement.

ARTICLE 20: TUITION REIMBURSEMENT

A full-time (at least $\frac{3}{4}$ time) permanent or provisional employee is eligible for 100% tuition reimbursement for achieving a grade of A in an approved course, 80% tuition reimbursement for receiving a grade of B in an approved course, and 60% tuition reimbursement for achieving a grade of C in an approved course. In courses that are graded on a pass/fail basis, 80% tuition reimbursement will be granted for a passing grade, and 0% tuition reimbursement for a failing grade. Reimbursement for up to six credit hours is available per academic session under the following conditions:

- (A) The employee has completed his/her probationary period or six months of employment, whichever comes first, before the course begins.
- (B) The education or training is obtained from an accredited school during non- working hours. An agency may allow courses to be taken during work hours, provided vacation and/or compensatory time is used.
- (C) The course is job-related to the employee's current position or to his future City development and promotion.
- (D) Request for reimbursement is filed before course registration using the designated form. The reimbursement is only for tuition expenses and approved lab courses. Lab fees, etc. are not reimbursable. Funds from the Agency's budget must be available. If authorized by his or her department, an employee may receive 60% of the reimbursement amount upon course approval by the Human Resources Director. The balance shall be reimbursed at course completion based on grade achieved.
- (E) A receipt of tuition payment and a grade report is submitted within 30 days after the academic session ends. A grade of at least "C" or equivalent must be achieved in each course.
- (F) The Human Resources Department will monitor for consistency and fairness, and will meet with CODE and employees when requested. Final determination regarding course relatedness or accreditability shall be made by the Human Resources Director.

The rate of reimbursement shall be capped at the undergraduate credit hour rate at the University of Cincinnati (Main Campus / "Uptown"). In no event shall an employee be reimbursed for more than twenty-four (24) quarter hours or sixteen (16) semester hours per calendar year.

- (G) Employees will be required to remain employed with the City for a minimum of two (2) years after receipt of the last reimbursement payment. If an employee leaves City employment prior to the expiration of that two (2) year period, he/she will be required to refund the City a pro rata amount. Exceptional cases will be reviewed by the Human Resources Director upon a case-by-case basis.

ARTICLE 21: ENTIRE AGREEMENT

This Agreement constitutes the complete and entire agreement between the parties and concludes collective bargaining for its term.

The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter within the scope of bargaining as defined by State law, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, except as specifically provided in Section 1.3, the City and CODE, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees

that the other shall not be obligated to bargain collectively with respect to any subject or matter, whether or not referred to or covered in this Agreement, including the impact or effects of the City's exercise of its rights as set forth herein on salaries, fringe benefits or terms and conditions of employment, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

It is expressly agreed that the City may unilaterally make and implement decisions consistent with the City's rights as set forth in Article 5, even though the exercise of such rights may involve subjects or matters not referred to or covered in this Agreement; provided only that the City's exercise of its management rights shall be subject to employees' individual rights (i.e., those derived from sources other than this Agreement and the collective bargaining relationship which produced it) as provided in Section 5.1.

ARTICLE 22: LENGTH OF AGREEMENT

This agreement shall be effective on March 24, 2019, and shall remain in full force and effect until midnight on March 19, 2022.

This agreement shall automatically be renewed from year to year unless either party shall give notice to the other in writing at least sixty (60) days prior to its expiration that it desires to terminate or modify this Agreement. In the event such notice is given, negotiations shall begin no later than forty-five (45) days prior to that expiration date.


All new provisions of the 2019 – 2022 Agreement shall be effective upon ratification of this Agreement by both the CODE membership and the Cincinnati Council unless otherwise specifically provided herein.


ARTICLE 23: ITEMS INCLUDED BY REFERENCE

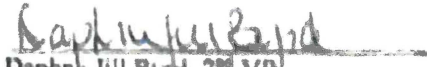
The City and CODE agree that the provisions of this Agreement shall supersede the City's Human Resources Policies and Procedures. Where not in conflict with this Agreement, items in the City's Human Resources Policies and Procedures shall apply as part of this Agreement. Nothing contained herein shall limit or constrain the City from amending, adding to, or deleting items from the City's Human Resources Policies and Procedures.

In witness whereof, the parties hereto have duly executed this Agreement on the 17th day of April, 2020.

FOR CODE:


Kathleen L. Schulte, President



Chadrian Johnson, 1st VP


Daphne Jill Byrd, 2nd VP



Robb Stoker, Counsel for CODE

FOR THE CITY OF CINCINNATI:


Patrick A. Duhaney, City Manager



William M. Brown, Director of Human Resources


Ed Ramsey, Division Manager


Eileen Credit-Mai, Sr. Assistant City Solicitor


Andrew Dudas, Budget Director


Chanté Randolph, Sr. Human Resources Analyst


Kelsey Braido, Sr. Human Resources Analyst

APPENDIX A: BARGAINING UNIT CLASSIFICATIONS & EXCLUSIONS

Accountant-EXM
Administrative Specialist *
Administrative Technician *
Architect Intern
Assistant Supervisor of Inspections
Assistant Supervisor of Building Permits
Assistant Supervisor of Construction Inspection
Assistant Supervisor Customer Service
Assistant Supervisor Fleet Services
Assistant Supervisor of Parking Services
Assistant Supervisor of Prk/Rec Maint & Const
Building & Grounds Maintenance Crew Leader
Buyer
Chemist
City Planner*
Communications Supervisor
Computer Operations Support Supervisor
Computer Programmer/Analyst *
Computer Systems Analyst
Contract Compliance Specialist
Crime Analyst
Development Officer
Dietitian
Electrical Maintenance Supervisor
Emergency Services Dispatch Supervisor
Engineer Intern
Engineering Geologist
Engineering Technical Supervisor
Environmental/Safety Specialist
Epidemiologist
Event Coordinator
Fleet Services Supervisor
Graphic Design Supervisor
Graphic Designer
Greenspace Manager
Health Caseworker
Health Clinic Coordinator
Health Counselor
Health Counseling Supervisor
Heat Ventilation & Air Condition Specialist
Industrial Investigator
Information Technology Coordinator*
Management Analyst *
Nurse Practitioner
Nursing Supervisor (Health)
Paramedic Coordinator
Parking Services Supervisor
Parks Operations Supervisor
Parks/Rec Maintenance Crew Leader

Parks/Rec Programming Coordinator
Pharmacist
Plant Maintenance Supervisor
Plant Supervisor
Police Criminalist
Public Health Educator
Public Works Operations Supervisor (Public Services)
Real Property Specialist
Secretary
Senior Accountant
Senior Administrative Specialist *
Senior Architect
Senior Building Plans Examiner
Senior Buyer
Senior Chemist
Senior City Planner *
Senior City Planning Technician
Senior Computer Programmer/Analyst
Senior Contract Compliance Specialist
Senior Crime Analyst
Senior Development Officer (Recreation only)*
Senior Dietitian
Senior Engineer
Senior Engineering Technician
Senior Environmental/Safety Specialist
Senior Epidemiologist
Senior Info Technology Coordinator
Senior Management Analyst *
Senior Plant Operator
Senior Plant Supervisor
Senior Police Criminalist
Senior Real Property Specialist
Service Area Coordinator (Public Services, Parks, and Recreation)
Sewer Maintenance Crew Leader
Supervising Dietician
Supervising Sanitarian
Supervising Field Service Rep
Supervising Surveyor
Supervisor of Customer Service
Supervisor of Industrial Waste Disposal
Supervisor of Inspection (B&I)
Supervisor of Maintenance
Supervisor of Urban Forestry (Parks)
Supervisor of Water Distribution Maintenance
Surveyor
Technical Systems Analyst
Therapeutic Recreation Program Coordinator
Urban Forestry Specialist
Utilities Construction Inspector Supervisor
Video Production Specialist
Vital Statistics Coordinator (Health)

Wastewater Collection Supervisor
Water Works Maintenance Field Supervisor
WIC Program Coordinator
Zoning Plan Examiner

***Excluded:** All employees in Divisions 1,2,3,4,5,6,7,8,9. the City Manager's Office, the City Solicitor's Office, Human Resources Department, the Budget & Evaluation and Internal Audit Divisions of the Finance Department, all Department Directors' Confidential Assistants and Personnel Liaisons, all supervisors, confidential employees, fiduciary employees and management level employees as defined in O.R.C. 4117, including, but not limited to, the employees in the following positions in Division 0:

Assistant Health Laboratory Manager (Health)
Assistant Dental Director (Health)
City Planner (Community Development & Planning)
Community Development & Planning Analyst (Community Development & Planning)
Development Officer
Development Officer 4 PEAP
Coordinator (Health)
Senior City Planner (Community Development & Planning)
Senior Community Development & Planning Analyst (Community Development) Senior
Development Officer
Supervisor Parks/Rec Maintenance & Construction Zoning
Supervisor (Buildings & Inspections)

APPENDIX B: OVERTIME ELIGIBLE POSITIONS

Assistant Supervisor of Fleet Services
Assistant Supervisor of Inspections
Assistant Supervisor of Parks/Recreation Maintenance & Construction
Assistant Supervisor of Water Customer Service
Assistant Supervisor of Water Works Construction Inspection
Crime Analyst
Electrical Maintenance Supervisor
Emergency Services Dispatch Supervisor
Engineer Intern
Engineering Technical Supervisor
Greenspace Manager
Heat Ventilation & Air Condition Spec.
Parks Operations Supervisor
Parks/Recreation Maintenance Crew Leader
Parks/Recreation Programming Coordinator
Plant Supervisor
Police Criminalist
Public Works Operations Supervisor
Service Area Coordinator (Public Services)
Senior Crime Analyst
Senior Engineering Technician
Senior Environmental/Safety Specialist (1.5 callout pay, MOU to be est.)
Senior Plant Operator
Senior Police Criminalist
Sewer Maintenance Crew Leader
Supervising Field Service Representative
Supervisor of Industrial Waste Disposal
Supervisor of Inspection
Supervisor of Maintenance
Supervisor of Water Distribution Maintenance
Surveyor
Supervising Surveyor
Urban Forestry Specialist
Supervisor of Urban Forestry
Video Production Specialist
Wastewater Collection Supervisor
Water Works Maintenance Field Supervisor

APPENDIX C – WAGE RANGES

Upon receipt of any increases resulting from reopeners, matching COLA, or matching general wage increases, a new salary chart will be provided and incorporated by MOU.

Classification	Effective Date	1	2	3	4	5	6	7	8	9	10	11
Accountant	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Administrative Specialist	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Administrative Technician	July 2018	20.4455183	21.0588858	21.6906511	22.3413718	23.0116109	23.7019606	24.4130201	25.1454098	25.8997728	26.6767655	27.4770703
	24-Mar-19	20.85442867	21.48006352	22.12446412	22.78819924	23.47184312	24.17599981	24.9012805	25.648318	26.41776826	27.21030081	28.02661171
	22-Mar-20	21.27151724	21.90966479	22.5669534	23.24396322	23.94127998	24.65951981	25.39930611	26.16128436	26.94612362	27.75450683	28.58714394
	21-Mar-21	21.69694758	22.34785808	23.01829247	23.70884249	24.42010558	25.1527102	25.90729223	26.68451004	27.48504609	28.30959696	29.15888682
Architect Intern	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Asst Spvr of Building Permits	July 2018	22.2272694	22.8940885	23.5809125	24.2883381	25.0169893	25.7674999	26.5405243	27.3367403	28.1568405	29.0015467	29.8715942
	24-Mar-19	22.67181479	23.35197027	24.05253075	24.77410486	25.51732909	26.2828499	27.07133479	27.88347511	28.71997731	29.58157763	30.46902608
	22-Mar-20	23.12525108	23.81900968	24.53358137	25.26958696	26.02767567	26.8085069	27.61276148	28.44114461	29.29437686	30.17320919	31.07840661
	21-Mar-21	23.58775611	24.29538987	25.02425299	25.7749787	26.54822918	27.34467703	28.16501671	29.0099675	29.88026439	30.77667337	31.69997474
Asst Spvr of Fleet Services	July 2018	26.1459353	26.9303128	27.738222	28.5703679	29.4274801	30.3103042	31.2196136	32.1562024	33.1208881	34.114514	35.1379507
	24-Mar-19	26.66885401	27.46891906	28.29298644	29.14177526	30.0160297	30.91651028	31.84400587	32.79932645	33.78330586	34.79680428	35.84070971
	22-Mar-20	27.20223109	28.01829744	28.85884617	29.72461076	30.6163503	31.53484049	32.48088599	33.45531298	34.45897198	35.49274037	36.55752391
	21-Mar-21	27.74627571	28.57866339	29.43602309	30.31910298	31.2286773	32.1655373	33.13050371	34.12441924	35.14815142	36.20259517	37.28867439
Asst Spvr of Inspections	July 2018	29.0916726	29.9644216	30.8633553	31.7892554	32.7429336	33.7252221	34.7369779	35.7790873	36.8524612	37.9580342	39.096776
	24-Mar-19	29.67350605	30.56371003	31.48062241	32.42504051	33.39779227	34.39972654	35.43171746	36.49466905	37.58951042	38.71719488	39.87871152
	22-Mar-20	30.26697617	31.17498423	32.11023485	33.07354132	34.06574812	35.08772107	36.14035181	37.22456243	38.34130063	39.49153878	40.67628575
	21-Mar-21	30.8723157	31.79848392	32.75243955	33.73501214	34.74706308	35.78947549	36.86315884	37.96905368	39.10812665	40.28136956	41.48981147
Asst Spvr of Parking Services	July 2018	22.2272694	22.8940885	23.5809125	24.2883381	25.0169893	25.7674999	26.5405243	27.3367403	28.1568405	29.0015467	29.8715942
	24-Mar-19	22.67181479	23.35197027	24.05253075	24.77410486	25.51732909	26.2828499	27.07133479	27.88347511	28.71997731	29.58157763	30.46902608
	22-Mar-20	23.12525108	23.81900968	24.53358137	25.26958696	26.02767567	26.8085069	27.61276148	28.44114461	29.29437686	30.17320919	31.07840661
	21-Mar-21	23.58775611	24.29538987	25.02425299	25.7749787	26.54822918	27.34467703	28.16501671	29.0099675	29.88026439	30.77667337	31.69997474
Asst Spvr of Prk/Rec Mnt&Const	July 2018	27.8385908	28.6737489	29.5339601	30.4199811	31.3325799	32.272557	33.2407335	34.237955	35.2650943	36.3230465	37.4127384
	24-Mar-19	28.39536262	29.24722388	30.1246393	31.02838072	31.9592315	32.91800814	33.90554817	34.9227141	35.97039619	37.04950743	38.16099317
	22-Mar-20	28.96326987	29.83216836	30.72713209	31.64894834	32.59841613	33.5763683	34.58365913	35.62116838	36.68980411	37.79049758	38.92421303
	21-Mar-21	29.54253527	30.42881172	31.34167473	32.2819273	33.25038445	34.24789567	35.27533232	36.33359175	37.42360019	38.54630753	39.70269729

Classification	Effective Date	1	2	3	4	5	6	7	8	9	10	11
Asst Supvr of Constructn Insp	July 2018	26.5726153	27.369793	28.1908864	29.0366117	29.907711	30.8049421	31.72909	32.6809619	33.6613936	34.6712351	35.7113715
	24-Mar-19	27.10406761	27.91718886	28.75470413	29.61734393	30.50586522	31.42104094	32.3636718	33.33458114	34.33462147	35.3646598	36.42559893
	22-Mar-20	27.64614896	28.47553264	29.32979821	30.20969081	31.11598252	32.04946176	33.01094524	34.00127276	35.0213139	36.071953	37.15411091
	21-Mar-21	28.19907194	29.04504329	29.91639417	30.81388463	31.73830217	32.690451	33.67116414	34.68129822	35.72174018	36.79339206	37.89719313
Asst Supvr of Customer Service	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Buildng & Grnds Maint Crew Ldr	July 2018	22.2272694	22.8940885	23.5809125	24.2883381	25.0169893	25.7674999	26.5405243	27.3367403	28.1568405	29.0015467	29.8715942
	24-Mar-19	22.67181479	23.35197027	24.05253075	24.77410486	25.51732909	26.2828499	27.07133479	27.88347511	28.71997731	29.58157763	30.46902608
	22-Mar-20	23.12525108	23.81900968	24.53358137	25.26958696	26.02767567	26.8085069	27.61276148	28.44114461	29.29437686	30.17320919	31.07840661
	21-Mar-21	23.58775611	24.29538987	25.02425299	25.7749787	26.54822918	27.34467703	28.16501671	29.0099675	29.88026439	30.77667337	31.69997474
Buyer	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Chemist	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
City Planner	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Communications Supervisor	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Computer Programmer/Analyst	July 2018	21.2461351	21.8835196	22.5400261	23.2162266	23.9127135	24.6300948	25.3689955	26.1300665	26.91397	27.7213871	28.5530285
	24-Mar-19	21.6710578	22.32118999	22.99082662	23.68055113	24.39096777	25.1226967	25.87637541	26.65266783	27.4522494	28.27581484	29.12408907
	22-Mar-20	22.10447896	22.76761379	23.45064315	24.15416215	24.87878713	25.62515063	26.39390292	27.18572119	28.00129439	28.84133114	29.70657085
	21-Mar-21	22.54656854	23.22296607	23.91965602	24.6372454	25.37636287	26.13765364	26.92178098	27.72943561	28.56132028	29.41815776	30.30070227
Computer System Analyst	July 2018	36.3171199	37.4066362	38.5288347	39.6846985	40.87524	42.1014963	43.3645417	44.6654786	46.0054421	47.3856066	48.8071738
	24-Mar-19	37.0434623	38.15476892	39.29941139	40.47839247	41.6927448	42.94352623	44.23183253	45.55878817	46.92555094	48.33331873	49.78331728
	22-Mar-20	37.78433154	38.9178643	40.08539962	41.28796032	42.5265997	43.80239675	45.11646918	46.46996394	47.86406196	49.29998511	50.77898362
	21-Mar-21	38.54001817	39.69622159	40.88710761	42.11371953	43.37713169	44.67844469	46.01879857	47.39936321	48.8213432	50.28598481	51.79456329

Classification	Effective Date	1	2	3	4	5	6	7	8	9	10	11
Contract Compliance Specialist	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Crime Analyst	July 2018	20.4452267	21.058584	21.6903403	22.3410509	23.0112821	23.7016205	24.4126688	25.1450495	25.8994	26.6763815	27.4766728
	PER ORD*	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
	Ordinance 32-2020, Feb. 5, 2020											
Development Officer	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Dietitian	July 2018	24.0441801	24.7655072	25.5084719	26.2737252	27.0619382	27.8737966	28.7100087	29.5713089	30.4584469	31.3722033	32.3133696
	24-Mar-19	24.5250637	25.26081734	26.01864134	26.7991997	27.60317696	28.43127253	29.28420887	30.16273508	31.06761584	31.99964737	32.95963699
	22-Mar-20	25.01556498	25.76603369	26.53901416	27.3351837	28.1552405	28.99989798	29.86989305	30.76598978	31.68896815	32.63964031	33.61882973
	21-Mar-21	25.51587628	26.28135436	27.06979445	27.88188737	28.71834531	29.57989594	30.46729091	31.38130958	32.32274752	33.29243312	34.29120633
Electrical Maintenance Supvr	July 2018	25.307811	26.0670454	26.849057	27.6545294	28.4841653	29.3386909	30.2188495	31.125417	32.0591804	33.020954	34.0115823
	24-Mar-19	25.81396722	26.58838631	27.38603814	28.20761999	29.05384861	29.92546472	30.82322649	31.74792534	32.70036401	33.68137308	34.69181395
	22-Mar-20	26.33024656	27.12015403	27.9337589	28.77177239	29.63492558	30.52397401	31.43969102	32.38288385	33.35437129	34.35500054	35.38565022
	21-Mar-21	26.8568515	27.66255711	28.49243408	29.34720784	30.22762409	31.13445349	32.06848484	33.03054152	34.02145871	35.04210055	36.09336323
Emergency Svcs Dispatch Supvr	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Engineer Intern	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Engineering Geologist	July 2018	34.5342022	35.5702285	36.6373369	37.7364552	38.8685497	40.0346057	41.2356446	42.4727124	43.7468958	45.0593018	46.4110802
	24-Mar-19	35.22488624	36.28163307	37.37008364	38.4911843	39.64592069	40.83529781	42.06035749	43.32216665	44.62183372	45.96048784	47.3393018
	22-Mar-20	35.92938397	37.00726573	38.11748531	39.26100799	40.43883911	41.65200377	42.90156464	44.18860998	45.51427039	46.87969759	48.28608784
	21-Mar-21	36.64797165	37.74741105	38.87983502	40.04622815	41.24761589	42.48504385	43.75959593	45.07238218	46.4245558	47.81729154	49.2518096
Engineering Technical Spvr	July 2018	28.6755405	29.535808	30.4218808	31.3345381	32.2745727	33.2428123	34.2400957	35.267298	36.3253167	37.4150761	38.537528
	24-Mar-19	29.24905131	30.12652416	31.03031842	31.96122886	32.92006415	33.90766855	34.92489761	35.97264396	37.05182303	38.16337762	39.30827856
	22-Mar-20	29.83403234	30.72905464	31.65092478	32.60045344	33.57846544	34.58582192	35.62339557	36.69209684	37.79285949	38.92664517	40.09444413
	21-Mar-21	30.43071298	31.34363574	32.28394328	33.25246251	34.25003475	35.27753836	36.33586348	37.42593878	38.54871668	39.70517808	40.89633301

Classification	Effective Date	1	2	3	4	5	6	7	8	9	10	11
Environmental/Safety Specialist	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Epidemiologist	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959612	35.2218392	36.2784919
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988042	35.92627598	37.00406174
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747803	36.6448015	37.74414297
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902759	37.37769753	38.49902583
Event Coordinator	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Fleet Services Supvr	July 2018	29.0916726	29.9644216	30.8633553	31.7892554	32.7429336	33.7252221	34.7369779	35.7790873	36.8524612	37.9580342	39.096776
	24-Mar-19	29.67350605	30.56371003	31.48062241	32.42504051	33.39779227	34.39972654	35.43171746	36.49466905	37.58951042	38.71719488	39.87871152
	22-Mar-20	30.26697617	31.17498423	32.11023485	33.07354132	34.06574812	35.08772107	36.14035181	37.22456243	38.34130063	39.49153878	40.67628575
	21-Mar-21	30.8723157	31.79848392	32.75243955	33.73501214	34.74706308	35.78947549	36.86315884	37.96905368	39.10812665	40.28136956	41.48981147
Graphic Design Supervisor	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Graphic Designer	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Greenspace Manager	July 2018	22.7817203	23.4651705	24.1691267	24.8942014	25.6410263	26.4102569	27.2025643	28.0186421	28.8591999	29.7249762	30.6167266
	24-Mar-19	23.23735471	23.93447391	24.65250923	25.39208543	26.15384683	26.93846204	27.74661559	28.57901494	29.4363839	30.31947572	31.22906113
	22-Mar-20	23.7021018	24.41316339	25.14555942	25.89992714	26.67692376	27.47723128	28.3015479	29.15059524	30.02511158	30.92586524	31.85364235
	21-Mar-21	24.17614384	24.90142666	25.64847061	26.41792568	27.21046224	28.0267759	28.86757886	29.73360715	30.62561381	31.54438254	32.4907152
Health Caseworker	July 2018	21.550909	22.197435	22.8633578	23.5492606	24.2557381	24.9834084	25.7329089	26.5048984	27.3000469	28.1190469	28.9626169
	24-Mar-19	21.98192718	22.6413837	23.32062496	24.02024581	24.74085286	25.48307657	26.24756708	27.03499637	27.84604784	28.68142784	29.54186924
	22-Mar-20	22.42156572	23.09421137	23.78703746	24.50065073	25.23566992	25.9927381	26.77251842	27.5756963	28.40296879	29.25505639	30.13270662
	21-Mar-21	22.86999704	23.5560956	24.2627782	24.99066374	25.74038332	26.51259286	27.30796879	28.12721022	28.97102817	29.84015752	30.73536076
Health Clinic Coordinator	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827

Classification	Effective Date	1	2	3	4	5	6	7	8	9	10	11
Health Counseling Supervisor	July 2018	28.6755405	29.535808	30.4218808	31.3345381	32.2745727	33.2428123	34.2400957	35.267298	36.3253167	37.4150761	38.537528
	24-Mar-19	29.24905131	30.12652416	31.03031842	31.96122886	32.92006415	33.90766855	34.92489761	35.97264396	37.05182303	38.16337762	39.30827856
	22-Mar-20	29.83403234	30.72905464	31.65092478	32.60045344	33.57846544	34.58582192	35.62339557	36.69209684	37.79285949	38.92664517	40.09444413
	21-Mar-21	30.43071298	31.34363574	32.28394328	33.25246251	34.25003475	35.27753836	36.33586348	37.42593878	38.54871668	39.70517808	40.89633301
Health Counselor	July 2018	24.0441801	24.7655072	25.5084719	26.2737252	27.0619382	27.8737966	28.7100087	29.5713089	30.4584469	31.3722033	32.3133696
	24-Mar-19	24.5250637	25.26081734	26.01864134	26.7991997	27.60317696	28.43127253	29.28420887	30.16273508	31.06761584	31.99964737	32.95963699
	22-Mar-20	25.01556498	25.76603369	26.53901416	27.3351837	28.1552405	28.99989798	29.86989305	30.76598978	31.68896815	32.63964031	33.61882973
	21-Mar-21	25.51587628	26.28135436	27.06979445	27.88188737	28.71834531	29.57989594	30.46729091	31.38130958	32.32274752	33.29243312	34.29120633
Heat Ventilation & A C Special	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Industrial Investigator	July 2018	25.307811	26.0670454	26.849057	27.6545294	28.4841653	29.3386909	30.2188495	31.125417	32.0591804	33.020954	34.0115823
	24-Mar-19	25.81396722	26.58838631	27.38603814	28.20761999	29.05384861	29.92546472	30.82322649	31.74792534	32.70036401	33.68137308	34.69181395
	22-Mar-20	26.33024656	27.12015403	27.9337589	28.77177239	29.63492558	30.52397401	31.43969102	32.38288385	33.35437129	34.35500054	35.38565022
	21-Mar-21	26.8568515	27.66255711	28.49243408	29.34720784	30.22762409	31.13445349	32.06848484	33.03054152	34.02145871	35.04210055	36.09336323
Information Technology Coor	July 2018	21.2461351	21.8835196	22.5400261	23.2162266	23.9127135	24.6300948	25.3689955	26.1300665	26.91397	27.7213871	28.5530285
	24-Mar-19	21.6710578	22.32118999	22.99082662	23.68055113	24.39096777	25.1226967	25.87637541	26.65266783	27.4522494	28.27581484	29.12408907
	22-Mar-20	22.10447896	22.76761379	23.45064315	24.15416215	24.87878713	25.62515063	26.39390292	27.18572119	28.00129439	28.84133114	29.70657085
	21-Mar-21	22.54656854	23.22296607	23.91965602	24.6372454	25.37636287	26.13765364	26.92178098	27.72943561	28.56132028	29.41815776	30.30070227
Management Analyst	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Nurse Practitioner	July 2018	37.0618368	38.491379	39.9209211	41.3504643	42.7800064	44.2095486	45.6390895	47.0686328	48.4981749	49.9277238	51.357249
	24-Mar-19	37.80307354	39.26120658	40.71933952	42.17747359	43.63560653	45.09373957	46.55187129	48.01000546	49.4681384	50.92627828	52.38439398
	22-Mar-20	38.55913501	40.04643071	41.53372631	43.02102306	44.50831866	45.99561436	47.48290872	48.97020557	50.45750117	51.94480384	53.43208186
	21-Mar-21	39.33031771	40.84735933	42.36440084	43.88144352	45.39848503	46.91552665	48.43256689	49.94960968	51.46665119	52.98369992	54.5007235
Nursing Supervisor	July 2018	34.5342022	35.5702285	36.6373369	37.7364552	38.8685497	40.0346057	41.2356446	42.4727124	43.7468958	45.0593018	46.4110802
	24-Mar-19	35.22488624	36.28163307	37.37008364	38.4911843	39.64592069	40.83529781	42.06035749	43.32216665	44.62183372	45.96048784	47.3393018
	22-Mar-20	35.92938397	37.00726573	38.11748531	39.26100799	40.43883911	41.65200377	42.90156464	44.18860998	45.51427039	46.87969759	48.28608784
	21-Mar-21	36.64797165	37.74741105	38.87983502	40.04622815	41.24761589	42.48504385	43.75959593	45.07238218	46.4245558	47.81729154	49.2518096
Paramedic Coordinator	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394

Classification	Effective Date	1	2	3	4	5	6	7	8	9	10	11
Parking Services Supervisor	July 2018	29.0916726	29.9644216	30.8633553	31.7892554	32.7429336	33.7252221	34.7369779	35.7790873	36.8524612	37.9580342	39.096776
	24-Mar-19	29.67350605	30.56371003	31.48062241	32.42504051	33.39779227	34.39972654	35.43171746	36.49466905	37.58951042	38.71719488	39.87871152
	22-Mar-20	30.26697617	31.17498423	32.11023485	33.07354132	34.06574812	35.08772107	36.14035181	37.22456243	38.34130063	39.49153878	40.67628575
	21-Mar-21	30.8723157	31.79848392	32.75243955	33.73501214	34.74706308	35.78947549	36.86315884	37.96905368	39.10812665	40.28136956	41.48981147
Parks Operations Supervisor	July 2018	24.0441801	24.7655072	25.5084719	26.2737252	27.0619382	27.8737966	28.7100087	29.5713089	30.4584469	31.3722033	32.3133696
	24-Mar-19	24.5250637	25.26081734	26.01864134	26.7991997	27.60317696	28.43127253	29.28420887	30.16273508	31.06761584	31.99964737	32.95963699
	22-Mar-20	25.01556498	25.76603369	26.53901416	27.3351837	28.1552405	28.99989798	29.86989305	30.76598978	31.68896815	32.63964031	33.61882973
	21-Mar-21	25.51587628	26.28135436	27.06979445	27.88188737	28.71834531	29.57989594	30.46729091	31.38130958	32.32274752	33.29243312	34.29120633
Parks/Rec Maintenance Crew Ldr	July 2018	25.307811	26.0670454	26.849057	27.6545294	28.4841653	29.3386909	30.2188495	31.125417	32.0591804	33.020954	34.0115823
	24-Mar-19	25.81396722	26.58838631	27.38603814	28.20761999	29.05384861	29.92546472	30.82322649	31.74792534	32.70036401	33.68137308	34.69181395
	22-Mar-20	26.33024656	27.12015403	27.9337589	28.77177239	29.63492558	30.52397401	31.43969102	32.38288385	33.35437129	34.35500054	35.38565022
	21-Mar-21	26.8568515	27.66255711	28.49243408	29.34720784	30.22762409	31.13445349	32.06848484	33.03054152	34.02145871	35.04210055	36.09336323
Parks/Rec Programming Coord	July 2018	20.819455	21.4440382	22.0873583	22.7499805	23.4324804	24.1354568	24.8595181	25.6053025	26.3734622	27.1646672	27.9796065
	24-Mar-19	21.2358441	21.87291896	22.52910547	23.20498011	23.90113001	24.61816594	25.35670846	26.11740855	26.90093144	27.70796054	28.53919863
	22-Mar-20	21.66056098	22.31037734	22.97968758	23.66907971	24.37915261	25.11052925	25.86384263	26.63975672	27.43895007	28.26211975	29.1099826
	21-Mar-21	22.0937722	22.75658489	23.43928133	24.14246131	24.86673566	25.61273984	26.38111948	27.17255186	27.98772907	28.82736215	29.69218225
Pharmacist	July 2018	58.7210636	60.4826972	62.2971778	64.166092	66.0910761	68.0738079	-	-	-	-	-
	24-Mar-19	59.89548487	61.69235114	63.54312136	65.44941384	67.41289762	69.43528406					
	22-Mar-20	61.09339457	62.92619817	64.81398378	66.75840212	68.76115557	70.82398974					
	21-Mar-21	62.31526246	64.18472213	66.11026346	68.09357016	70.13637869	72.24046953					
Plant Maintenance Supervisor	July 2018	25.307811	26.0670454	26.849057	27.6545294	28.4841653	29.3386909	30.2188495	31.125417	32.0591804	33.020954	34.0115823
	24-Mar-19	25.81396722	26.58838631	27.38603814	28.20761999	29.05384861	29.92546472	30.82322649	31.74792534	32.70036401	33.68137308	34.69181395
	22-Mar-20	26.33024656	27.12015403	27.9337589	28.77177239	29.63492558	30.52397401	31.43969102	32.38288385	33.35437129	34.35500054	35.38565022
	21-Mar-21	26.8568515	27.66255711	28.49243408	29.34720784	30.22762409	31.13445349	32.06848484	33.03054152	34.02145871	35.04210055	36.09336323
Plant Supervisor	July 2018	27.8385908	28.6737489	29.5339601	30.4199811	31.3325799	32.272557	33.2407335	34.237955	35.2650943	36.3230465	37.4127384
	24-Mar-19	28.39536262	29.24722388	30.1246393	31.02838072	31.9592315	32.91800814	33.90554817	34.9227141	35.97039619	37.04950743	38.16099317
	22-Mar-20	28.96326987	29.83216836	30.72713209	31.64894834	32.59841613	33.5763683	34.58365913	35.62116838	36.68980411	37.79049758	38.92421303
	21-Mar-21	29.54253527	30.42881172	31.34167473	32.2819273	33.25038445	34.24789567	35.27533232	36.33359175	37.42360019	38.54630753	39.70269729
Police Criminalist	July 2018	22.7817203	23.4651705	24.1691267	24.8942014	25.6410263	26.4102569	27.2025643	28.0186421	28.8591999	29.7249762	30.6167266
	24-Mar-19	23.23735471	23.93447391	24.65250923	25.39208543	26.15384683	26.93846204	27.74661559	28.57901494	29.4363839	30.31947572	31.22906113
	22-Mar-20	23.7021018	24.41316339	25.14555942	25.89992714	26.67692376	27.47723128	28.3015479	29.15059524	30.02511158	30.92586524	31.85364235
	21-Mar-21	24.17614384	24.90142666	25.64847061	26.41792568	27.21046224	28.0267759	28.86757886	29.73360715	30.62561381	31.54438254	32.4907152
Public Health Educator	July 2018	24.0441801	24.7655072	25.5084719	26.2737252	27.0619382	27.8737966	28.7100087	29.5713089	30.4584469	31.3722033	32.3133696
	24-Mar-19	24.5250637	25.26081734	26.01864134	26.7991997	27.60317696	28.43127253	29.28420887	30.16273508	31.06761584	31.99964737	32.95963699
	22-Mar-20	25.01556498	25.76603369	26.53901416	27.3351837	28.1552405	28.99989798	29.86989305	30.76598978	31.68896815	32.63964031	33.61882973
	21-Mar-21	25.51587628	26.28135436	27.06979445	27.88188737	28.71834531	29.57989594	30.46729091	31.38130958	32.32274752	33.29243312	34.29120633

Classification	Effective Date	1	2	3	4	5	6	7	8	9	10	11
Public Works Operations Spvr	July 2018	30.3470989	31.2575119	32.195238	33.1610959	34.155929	35.1806055	36.2360252	37.3231068	38.4427987	39.5960815	40.7839644
	24-Mar-19	30.95404088	31.88266214	32.83914276	33.82431782	34.83904758	35.88421761	36.9607457	38.06956894	39.21165467	40.38800313	41.59964369
	22-Mar-20	31.5731217	32.52031538	33.49592562	34.50080417	35.53582853	36.60190196	37.69996062	38.83096031	39.99588777	41.19576319	42.43163656
	21-Mar-21	32.20458413	33.17072169	34.16584413	35.19082026	36.2465451	37.33394	38.45395983	39.60757952	40.79580552	42.01967846	43.28026929
Real Property Specialist	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Secretary	July 2018	18.1503553	18.6948652	19.2557099	19.8333817	20.4283816	21.0412333	21.6724706	22.3226451	22.9923256	23.6820954	24.3925581
	24-Mar-19	18.51336241	19.0687625	19.6408241	20.23004933	20.83694923	21.46205797	22.10592001	22.769098	23.45217211	24.15573731	24.88040926
	22-Mar-20	18.88362965	19.45013775	20.03364058	20.63465032	21.25368822	21.89129913	22.54803841	23.22447996	23.92121555	24.63885205	25.37801745
	21-Mar-21	19.26130225	19.83914051	20.43431339	21.04734333	21.67876198	22.32912511	22.99899918	23.68896956	24.39963987	25.1316291	25.8855778
Senior Accountant	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Senior Administrative Spclst	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Senior Architect	July 2018	34.5342022	35.5702285	36.6373369	37.7364552	38.8685497	40.0346057	41.2356446	42.4727124	43.7468958	45.0593018	46.4110802
	24-Mar-19	35.22488624	36.28163307	37.37008364	38.4911843	39.64592069	40.83529781	42.06035749	43.32216665	44.62183372	45.96048784	47.3393018
	22-Mar-20	35.92938397	37.00726573	38.11748531	39.26100799	40.43883911	41.65200377	42.90156464	44.18860998	45.51427039	46.87969759	48.28608784
	21-Mar-21	36.64797165	37.74741105	38.87983502	40.04622815	41.24761589	42.48504385	43.75959593	45.07238218	46.4245558	47.81729154	49.2518096
Senior Building Plans Examiner	July 2018	34.5342022	35.5702285	36.6373369	37.7364552	38.8685497	40.0346057	41.2356446	42.4727124	43.7468958	45.0593018	46.4110802
	24-Mar-19	35.22488624	36.28163307	37.37008364	38.4911843	39.64592069	40.83529781	42.06035749	43.32216665	44.62183372	45.96048784	47.3393018
	22-Mar-20	35.92938397	37.00726573	38.11748531	39.26100799	40.43883911	41.65200377	42.90156464	44.18860998	45.51427039	46.87969759	48.28608784
	21-Mar-21	36.64797165	37.74741105	38.87983502	40.04622815	41.24761589	42.48504385	43.75959593	45.07238218	46.4245558	47.81729154	49.2518096
Senior Buyer	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Senior Chemist	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394

Classification	Effective Date	1	2	3	4	5	6	7	8	9	10	11
Senior City Planner	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Senior City Planning Tech	July 2018	25.307811	26.0670454	26.849057	27.6545294	28.4841653	29.3386909	30.2188495	31.125417	32.0591804	33.020954	34.0115823
	24-Mar-19	25.81396722	26.58838631	27.38603814	28.20761999	29.05384861	29.92546472	30.82322649	31.74792534	32.70036401	33.68137308	34.69181395
	22-Mar-20	26.33024656	27.12015403	27.9337589	28.77177239	29.63492558	30.52397401	31.43969102	32.38288385	33.35437129	34.35500054	35.38565022
	21-Mar-21	26.8568515	27.66255711	28.49243408	29.34720784	30.22762409	31.13445349	32.06848484	33.03054152	34.02145871	35.04210055	36.09336323
Senior Comptr Programmer/Anlys	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Senior Contract Compliance Spc	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Senior Crime Analyst	July 2018	26.9945602	27.8043984	28.6385307	29.4976845	30.3826155	31.2940938	32.232919	33.1999063	34.1959004	35.2217796	36.2784334
	PER ORD*	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
	*Ordinance 33-2020, Feb. 5, 2020											
Senior Development Officer	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Senior Dietitian	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Senior Engineer	July 2018	34.5342022	35.5702285	36.6373369	37.7364552	38.8685497	40.0346057	41.2356446	42.4727124	43.7468958	45.0593018	46.4110802
	24-Mar-19	35.22488624	36.28163307	37.37008364	38.4911843	39.64592069	40.83529781	42.06035749	43.32216665	44.62183372	45.96048784	47.3393018
	22-Mar-20	35.92938397	37.00726573	38.11748531	39.26100799	40.43883911	41.65200377	42.90156464	44.18860998	45.51427039	46.87969759	48.28608784
	21-Mar-21	36.64797165	37.74741105	38.87983502	40.04622815	41.24761589	42.48504385	43.75959593	45.07238218	46.4245558	47.81729154	49.2518096
Senior Engineering Technician	July 2018	25.307811	26.0670454	26.849057	27.6545294	28.4841653	29.3386909	30.2188495	31.125417	32.0591804	33.020954	34.0115823
	24-Mar-19	25.81396722	26.58838631	27.38603814	28.20761999	29.05384861	29.92546472	30.82322649	31.74792534	32.70036401	33.68137308	34.69181395
	22-Mar-20	26.33024656	27.12015403	27.9337589	28.77177239	29.63492558	30.52397401	31.43969102	32.38288385	33.35437129	34.35500054	35.38565022
	21-Mar-21	26.8568515	27.66255711	28.49243408	29.34720784	30.22762409	31.13445349	32.06848484	33.03054152	34.02145871	35.04210055	36.09336323

Classification	Effective Date	1	2	3	4	5	6	7	8	9	10	11
Senior Environ/Safety Spec	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Senior Epidemiologist	July 2018	32.1465159	33.9809901	35.0004213	36.0504323	37.1319455	38.2459045	39.3932811	40.5750819	41.792333	43.0461017	43.2022295
	24-Mar-19	32.78944622	34.6606099	35.70042973	36.77144095	37.87458441	39.01082259	40.18114672	41.38658354	42.62817966	43.90702373	44.06627409
	22-Mar-20	33.44523514	35.3538221	36.41443832	37.50686976	38.6320761	39.79103904	40.98476966	42.21431521	43.48074325	44.78516421	44.94759957
	21-Mar-21	34.11413985	36.06089854	37.14272709	38.25700716	39.40471762	40.58685982	41.80446505	43.05860151	44.35035812	45.68086749	45.84655156
Senior Management Analyst	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Senior Plant Operator	July 2018	23.2001968	23.8962006	24.6130887	25.3514827	26.1120256	26.8953851	27.7022482	28.5333164	29.3893161	30.2709961	31.1791243
	24-Mar-19	23.66420074	24.37412461	25.10535047	25.85851235	26.63426611	27.4332928	28.25629316	29.10398273	29.97710242	30.87641602	31.80270679
	22-Mar-20	24.13748475	24.8616071	25.60745748	26.3756826	27.16695143	27.98195866	28.82141903	29.68606238	30.57664447	31.49394434	32.43876092
	21-Mar-21	24.62023445	25.35883925	26.11960663	26.90319625	27.71029046	28.54159783	29.39784741	30.27978363	31.18817736	32.12382323	33.08753614
Senior Plant Supervisor	July 2018	33.2776026	34.2759321	35.3042087	36.3633354	37.4542356	38.5778643	39.7351999	40.9272537	42.1550741	43.4197253	44.7223175
	24-Mar-19	33.94315465	34.96145074	36.01029287	37.09060211	38.20332031	39.34942159	40.5299039	41.74579877	42.99817558	44.28811981	45.61676385
	22-Mar-20	34.62201775	35.66067976	36.73049873	37.83241415	38.96738672	40.13641002	41.34050198	42.58071475	43.85813909	45.1738822	46.52909913
	21-Mar-21	35.3144581	36.37389335	37.46510871	38.58906243	39.74673445	40.93913822	42.16731202	43.43232904	44.73530188	46.07735985	47.45968111
Senior Police Criminalist	July 2018	25.7298055	26.5016992	27.2967486	28.1156507	28.9591204	29.8278955	30.7227326	31.6444143	32.5937469	33.5715571	34.578705
	24-Mar-19	26.24440161	27.03173318	27.84268357	28.67796371	29.53830281	30.42445341	31.33718725	32.27730259	33.24562184	34.24298824	35.2702791
	22-Mar-20	26.76928964	27.57236785	28.39953724	29.25152299	30.12906886	31.03294248	31.963931	32.92284864	33.91053427	34.92784801	35.97568468
	21-Mar-21	27.30467544	28.1238152	28.96752799	29.83655345	30.73165024	31.65360133	32.60320962	33.58130561	34.58874496	35.62640497	36.69519838
Senior Real Property Specialist	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Service Area Coordinator	July 2018	26.9946064	27.8044446	28.6385791	29.4977363	30.3826673	31.294149	32.2329708	33.1999604	34.1959623	35.2218392	36.2784942
	24-Mar-19	27.53449853	28.36053349	29.21135068	30.08769103	30.99032065	31.92003198	32.87763022	33.86395961	34.87988155	35.92627598	37.00406408
	22-Mar-20	28.0851885	28.92774416	29.7955777	30.68944485	31.61012706	32.55843262	33.53518282	34.5412388	35.57747918	36.6448015	37.74414537
	21-Mar-21	28.64689227	29.50629905	30.39148925	31.30323374	32.2423296	33.20960127	34.20588648	35.23206358	36.28902876	37.37769753	38.49902827
Sewer Maintenance Crew Leader	July 2018	22.7817203	23.4651705	24.1691267	24.8942014	25.6410263	26.4102569	27.2025643	28.0186421	28.8591999	29.7249762	30.6167266
	24-Mar-19	23.23735471	23.93447391	24.65250923	25.39208543	26.15384683	26.93846204	27.74661559	28.57901494	29.4363839	30.31947572	31.22906113
	22-Mar-20	23.7021018	24.41316339	25.14555942	25.89992714	26.67692376	27.47723128	28.3015479	29.15059524	30.02511158	30.92586524	31.85364235
	21-Mar-21	24.17614384	24.90142666	25.64847061	26.41792568	27.21046224	28.0267759	28.86757886	29.73360715	30.62561381	31.54438254	32.4907152

Classification	Effective Date	1	2	3	4	5	6	7	8	9	10	11
Supervising Dietician	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Supervising Field Service Rep	July 2018	22.7817203	23.4651705	24.1691267	24.8942014	25.6410263	26.4102569	27.2025643	28.0186421	28.8591999	29.7249762	30.6167266
	24-Mar-19	23.23735471	23.93447391	24.65250923	25.39208543	26.15384683	26.93846204	27.74661559	28.57901494	29.4363839	30.31947572	31.22906113
	22-Mar-20	23.7021018	24.41316339	25.14555942	25.89992714	26.67692376	27.47723128	28.3015479	29.15059524	30.02511158	30.92586524	31.85364235
	21-Mar-21	24.17614384	24.90142666	25.64847061	26.41792568	27.21046224	28.0267759	28.86757886	29.73360715	30.62561381	31.54438254	32.4907152
Supervising Sanitarian	July 2018	29.0916726	29.9644216	30.8633553	31.7892554	32.7429336	33.7252221	34.7369779	35.7790873	36.8524612	37.9580342	39.096776
	24-Mar-19	29.67350605	30.56371003	31.48062241	32.42504051	33.39779227	34.39972654	35.43171746	36.49466905	37.58951042	38.71719488	39.87871152
	22-Mar-20	30.26697617	31.17498423	32.11023485	33.07354132	34.06574812	35.08772107	36.14035181	37.22456243	38.34130063	39.49153878	40.67628575
	21-Mar-21	30.8723157	31.79848392	32.75243955	33.73501214	34.74706308	35.78947549	36.86315884	37.96905368	39.10812665	40.28136956	41.48981147
Supervising Surveyor	July 2018	34.5342022	35.5702285	36.6373369	37.7364552	38.8685497	40.0346057	41.2356446	42.4727124	43.7468958	45.0593018	46.4110802
	24-Mar-19	35.22488624	36.28163307	37.37008364	38.4911843	39.64592069	40.83529781	42.06035749	43.32216665	44.62183372	45.96048784	47.3393018
	22-Mar-20	35.92938397	37.00726573	38.11748531	39.26100799	40.43883911	41.65200377	42.90156464	44.18860998	45.51427039	46.87969759	48.28608784
	21-Mar-21	36.64797165	37.74741105	38.87983502	40.04622815	41.24761589	42.48504385	43.75959593	45.07238218	46.4245558	47.81729154	49.2518096
Supervisor of Customer Service	July 2018	30.3470989	31.2575119	32.195238	33.1610959	34.155929	35.1806055	36.2360252	37.3231068	38.4427987	39.5960815	40.7839644
	24-Mar-19	30.95404088	31.88266214	32.83914276	33.82431782	34.83904758	35.88421761	36.9607457	38.06956894	39.21165467	40.38800313	41.59964369
	22-Mar-20	31.5731217	32.52031538	33.49592562	34.50080417	35.53582853	36.60190196	37.69996062	38.83096031	39.99588777	41.19576319	42.43163656
	21-Mar-21	32.20458413	33.17072169	34.16584413	35.19082026	36.2465451	37.33394	38.45395983	39.60757952	40.79580552	42.01967846	43.28026929
Supervisor of Inspections	July 2018	33.6972525	34.7081705	35.7494162	36.8218982	37.9265558	39.0643527	40.2362835	41.4433694	42.6866701	43.9672722	45.2862917
	24-Mar-19	34.37119755	35.40233391	36.46440452	37.55833616	38.68508692	39.84563975	41.04100917	42.27223679	43.5404035	44.84661764	46.19201753
	22-Mar-20	35.0586215	36.11038059	37.19369261	38.30950289	39.45878865	40.64255255	41.86182935	43.11768152	44.41121157	45.74355	47.11585788
	21-Mar-21	35.75979393	36.8325882	37.93756647	39.07569295	40.24796443	41.4554036	42.69906594	43.98003515	45.2994358	46.658421	48.05817504
Supervisor of Maintenance	July 2018	29.0916726	29.9644216	30.8633553	31.7892554	32.7429336	33.7252221	34.7369779	35.7790873	36.8524612	37.9580342	39.096776
	24-Mar-19	29.67350605	30.56371003	31.48062241	32.42504051	33.39779227	34.39972654	35.43171746	36.49466905	37.58951042	38.71719488	39.87871152
	22-Mar-20	30.26697617	31.17498423	32.11023485	33.07354132	34.06574812	35.08772107	36.14035181	37.22456243	38.34130063	39.49153878	40.67628575
	21-Mar-21	30.8723157	31.79848392	32.75243955	33.73501214	34.74706308	35.78947549	36.86315884	37.96905368	39.10812665	40.28136956	41.48981147
Supervisor of Urban Forestry	July 2018	34.5342022	35.5702285	36.6373369	37.7364552	38.8685497	40.0346057	41.2356446	42.4727124	43.7468958	45.0593018	46.4110802
	24-Mar-19	35.22488624	36.28163307	37.37008364	38.4911843	39.64592069	40.83529781	42.06035749	43.32216665	44.62183372	45.96048784	47.3393018
	22-Mar-20	35.92938397	37.00726573	38.11748531	39.26100799	40.43883911	41.65200377	42.90156464	44.18860998	45.51427039	46.87969759	48.28608784
	21-Mar-21	36.64797165	37.74741105	38.87983502	40.04622815	41.24761589	42.48504385	43.75959593	45.07238218	46.4245558	47.81729154	49.2518096
Supvr of Industrial Waste Disp	July 2018	30.3470989	31.2575119	32.195238	33.1610959	34.155929	35.1806055	36.2360252	37.3231068	38.4427987	39.5960815	40.7839644
	24-Mar-19	30.95404088	31.88266214	32.83914276	33.82431782	34.83904758	35.88421761	36.9607457	38.06956894	39.21165467	40.38800313	41.59964369
	22-Mar-20	31.5731217	32.52031538	33.49592562	34.50080417	35.53582853	36.60190196	37.69996062	38.83096031	39.99588777	41.19576319	42.43163656
	21-Mar-21	32.20458413	33.17072169	34.16584413	35.19082026	36.2465451	37.33394	38.45395983	39.60757952	40.79580552	42.01967846	43.28026929

Classification	Effective Date	1	2	3	4	5	6	7	8	9	10	11
Supvr of Water DistributionMnt	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Surveyor	July 2018	29.9262823	30.8240686	31.7487919	32.7012562	33.6822948	34.6927635	35.7335463	36.8055498	37.9097175	39.04701	40.2184194
	24-Mar-19	30.52480795	31.44054997	32.38376774	33.35528132	34.3559407	35.38661877	36.44821723	37.5416608	38.66791185	39.8279502	41.02278779
	22-Mar-20	31.1353041	32.06936097	33.03144309	34.02238695	35.04305951	36.09435115	37.17718157	38.29249401	39.44127009	40.6245092	41.84324354
	21-Mar-21	31.75801019	32.71074819	33.69207195	34.70283469	35.7439207	36.81623817	37.9207252	39.05834389	40.23009549	41.43699939	42.68010841
Technical Systems Analyst	July 2018	36.3171199	37.4066362	38.5288347	39.6846985	40.87524	42.1014963	43.3645417	44.6654786	46.0054421	47.3856066	48.8071738
	24-Mar-19	37.0434623	38.15476892	39.29941139	40.47839247	41.6927448	42.94352623	44.23183253	45.55878817	46.92555094	48.33331873	49.78331728
	22-Mar-20	37.78433154	38.9178643	40.08539962	41.28796032	42.5265997	43.80239675	45.11646918	46.46996394	47.86406196	49.29998511	50.77898362
	21-Mar-21	38.54001817	39.69622159	40.88710761	42.11371953	43.37713169	44.67844469	46.01879857	47.39936321	48.8213432	50.28598481	51.79456329
Therapeutic Rec Program Coord	July 2018	22.568615	23.2456714	23.9430422	24.6613345	25.4011733	26.1632082	26.948106	27.7565479	28.5892433	29.4469219	30.4664297
	24-Mar-19	23.0199873	23.71058483	24.42190304	25.15456119	25.90919677	26.68647236	27.48706812	28.31167886	29.16102817	30.03586034	31.07575829
	22-Mar-20	23.48038705	24.18479652	24.9103411	25.65765241	26.4273807	27.22020181	28.03680948	28.87791244	29.74424873	30.63657754	31.69727346
	21-Mar-21	23.94999479	24.66849246	25.40854793	26.17080546	26.95592832	27.76460585	28.59754567	29.45547068	30.3391337	31.2493091	32.33121893
Urban Forestry Specialist	July 2018	22.7817203	23.4651705	24.1691267	24.8942014	25.6410263	26.4102569	27.2025643	28.0186421	28.8591999	29.7249762	30.6167266
	24-Mar-19	23.23735471	23.93447391	24.65250923	25.39208543	26.15384683	26.93846204	27.74661559	28.57901494	29.4363839	30.31947572	31.22906113
	22-Mar-20	23.7021018	24.41316339	25.14555942	25.89992714	26.67692376	27.47723128	28.3015479	29.15059524	30.02511158	30.92586524	31.85364235
	21-Mar-21	24.17614384	24.90142666	25.64847061	26.41792568	27.21046224	28.0267759	28.86757886	29.73360715	30.62561381	31.54438254	32.4907152
Utilities Constructn Insp Spvr	July 2018	30.3470989	31.2575119	32.195238	33.1610959	34.155929	35.1806055	36.2360252	37.3231068	38.4427987	39.5960815	40.7839644
	24-Mar-19	30.95404088	31.88266214	32.83914276	33.82431782	34.83904758	35.88421761	36.9607457	38.06956894	39.21165467	40.38800313	41.59964369
	22-Mar-20	31.5731217	32.52031538	33.49592562	34.50080417	35.53582853	36.60190196	37.69996062	38.83096031	39.99588777	41.19576319	42.43163656
	21-Mar-21	32.20458413	33.17072169	34.16584413	35.19082026	36.2465451	37.33394	38.45395983	39.60757952	40.79580552	42.01967846	43.28026929
Video Production Specialist	July 2018	21.8298911	22.4847873	23.1593302	23.8541099	24.5697323	25.3068257	26.0660319	26.848012	27.6534495	28.4830561	29.3375479
	24-Mar-19	22.26648892	22.93448305	23.6225168	24.3311921	25.06112695	25.81296221	26.58735254	27.38497224	28.20651849	29.05271722	29.92429886
	22-Mar-20	22.7118187	23.39317271	24.09496714	24.81781594	25.56234948	26.32922146	27.11909959	27.93267168	28.77064886	29.63377157	30.52278484
	21-Mar-21	23.16605507	23.86103616	24.57686648	25.31417226	26.07359647	26.85580589	27.66148158	28.49132512	29.34606184	30.226447	31.13324053
Vital Statistics Coordinator	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394

Classification	Effective Date	1	2	3	4	5	6	7	8	9	10	11
Wastewater Collection Supvr	July 2018	32.0233474	32.9840489	33.9735692	34.9927774	36.042561	37.1238378	38.2375535	39.3846801	40.5662197	41.7832061	43.0367034
	24-Mar-19	32.66381435	33.64372988	34.65304058	35.69263295	36.76341222	37.86631456	39.00230457	40.1723737	41.37754409	42.61887022	43.89743747
	22-Mar-20	33.31709063	34.31660448	35.3461014	36.40648561	37.49868046	38.62364085	39.78235066	40.97582118	42.20509498	43.47124763	44.77538622
	21-Mar-21	33.98343245	35.00293657	36.05302342	37.13461532	38.24865407	39.39611366	40.57799767	41.7953376	43.04919688	44.34067258	45.67089394
Water Works Maint Field Supvr	July 2018	25.307811	26.0670454	26.849057	27.6545294	28.4841653	29.3386909	30.2188495	31.125417	32.0591804	33.020954	34.0115823
	24-Mar-19	25.81396722	26.58838631	27.38603814	28.20761999	29.05384861	29.92546472	30.82322649	31.74792534	32.70036401	33.68137308	34.69181395
	22-Mar-20	26.33024656	27.12015403	27.9337589	28.77177239	29.63492558	30.52397401	31.43969102	32.38288385	33.35437129	34.35500054	35.38565022
	21-Mar-21	26.8568515	27.66255711	28.49243408	29.34720784	30.22762409	31.13445349	32.06848484	33.03054152	34.02145871	35.04210055	36.09336323
WIC Program Coordinator	July 2018	26.9946064	27.8044435	28.638578	29.4977352	30.3826662	31.2941478	32.2329696	33.1999604	34.1959612	35.2218381	36.2784931
	24-Mar-19	27.53449853	28.36053237	29.21134956	30.0876899	30.99031952	31.92003076	32.87762899	33.86395961	34.87988042	35.92627486	37.00406296
	22-Mar-20	28.0851885	28.92774302	29.79557655	30.6894437	31.61012591	32.55843137	33.53518157	34.5412388	35.57747803	36.64480036	37.74414422
	21-Mar-21	28.64689227	29.50629788	30.39148808	31.30323258	32.24232843	33.2096	34.2058852	35.23206358	36.28902759	37.37769637	38.49902711
Zoning Plan Examiner	July 2018	26.5726153	27.369793	28.1908864	29.0366117	29.907711	30.8049421	31.72909	32.6809619	33.6613936	34.6712351	35.7113715
	24-Mar-19	27.10406761	27.91718886	28.75470413	29.61734393	30.50586522	31.42104094	32.3636718	33.33458114	34.33462147	35.3646598	36.42559893
	22-Mar-20	27.64614896	28.47553264	29.32979821	30.20969081	31.11598252	32.04946176	33.01094524	34.00127276	35.0213139	36.071953	37.15411091
	21-Mar-21	28.19907194	29.04504329	29.91639417	30.81388463	31.73830217	32.690451	33.67116414	34.68129822	35.72174018	36.79339206	37.89719313

APPENDIX D: HEALTH INSURANCE PREMIUMS, COPAYS, AND OUT OF POCKET EXPENSES

BEGINNING JANUARY 1, 2015

	<u>Single</u>	<u>Family</u>
Premium Share (monthly)	10%	10%
Deductible	\$500 ¹	\$1,000 ²
Co-Insurance	20% to \$1,500 ³	20% to \$3,000 ⁴
Out of Pocket	\$2,000 ⁵	\$4,000 ⁶
RX (Generic/Brand/Non-formulary)	\$10/20/30	\$10/20/30

Employee monthly health insurance contributions shall be capped at \$85 for a single plan and \$200 for a family plan for the duration of this Agreement.

¹ \$1,000 Non-network

² \$2,000 Non-network

³ 50% to \$3,000 Non-network

⁴ 50% to \$6,000 Non-network

⁵ \$4,000 Non-network

⁶ \$8,000 Non-network

APPENDIX E – DISCIPLINARY MATRIX

Possible Penalties for Infractions

This matrix contains examples of types of infractions, and is a guideline only. **This list is not inclusive of all of the possible infractions.** If a disciplinary issue arises that this matrix does not address, please contact the Central Human Resources Department.

Multiple infractions that rise out of an event may increase the severity of the proposed penalty. Likewise, a person's overall disciplinary history will affect the discipline received. A person may face a serious level of discipline (dismissal or lengthy suspension) on the first instance of an infraction, depending on the severity of a person's actions and/or the prior disciplinary record. For minor infractions, and particularly for a first incident, counseling may be considered by the supervisor before resorting to discipline under this matrix.

Unclassified, non-represented employees may be disciplined (up to and including dismissal) in any manner that the designated appointed authority determines is appropriate, subject to review by the Human Resources Department.

In addition to reprimands and suspensions, other forms of discipline include:

- Loss of all or part of vacation
- Reduction to lower pay steps within the range (Hourly rate cannot be lower than the first step of the pay range)
- Demotion

These alternatives can be helpful, especially when staffing levels are limited and your ability to provide services are strained. For example, suspending an employee may not be the most appropriate penalty for an employee whose infraction is related to attendance (A reduction of pay within the pay range (equaling a suspension) might be a better way to discipline the employee.).

Disciplinary suspensions should generally not exceed 80 hours. Anything over that should be rare and should only be recommended after consulting with the Human Resources Department prior to issuing the discipline. Dismissal might be more appropriate in some circumstances.

FLSA-Exempt employees may be disciplined in increments of 8 hours for certain types of infractions. Contact Central HR for more information.

Attendance	1st Incident	2nd Incident	3rd Incident	4th Incident	5th Incident
Absent Without Approved Leave (but followed the proper call-in procedure) or Failed to arrive in time to be assigned to regular job duties.	Oral Reprimand	Written Reprimand	Hearing: 8 hr Suspension	Hearing: 24 – 40 hr Suspension	Hearing: 40 hr to Suspension Dismissal
Absent Without Approved Leave (AWOL): 1. Employee was absent <i>and</i> 2. Did not follow proper call-in procedure.	Written Reprimand	Hearing: 8 hr Suspension	Hearing: 24 – 40 hr Suspension	Hearing: 40 hr to Suspension Dismissal	
No Call/No Show for 3 consecutive days / Job abandonment	Hearing: Dismissal				
Walking off the job	Hearing: 8 to 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal		
Excessive Tardiness or excessive Leaving Early	Oral Reprimand	Written Reprimand	Hearing: 8 hr Suspension	Hearing: 40 hr Suspension	Hearing: Dismissal
Excessive absenteeism	Written Reprimand to Hearing: 8hr Suspension	Hearing: 40 hr Suspension	Hearing: 80 hr Suspension	Hearing: Dismissal	

Incarceration cannot be a basis for approved leave and will always be considered Absent Without Leave (AWOL). The discipline an employee receives in response to incarceration will be based on the length of incarceration.

Insubordination	1st Incident	2nd Incident	3rd Incident	4th Incident
Refusal to follow lawful orders	Hearing: Written reprimand to 40 hr Suspension	Hearing: 8 hr Suspension to Dismissal	Hearing: 24 hr Suspension to Dismissal	Dismissal

Discipline for insubordination should take into consideration the consequences of the insubordination (i.e., were the consequences, or potential consequences, of the insubordination serious?)

Violation of Civil Service Rules, Civil Service Law, Ohio Code of Ethics	1st Incident	2nd Incident
Cheating on Civil Service Exam	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal
Violation of State of Ohio Code of Ethics . <i>An abbreviated version of these can be found on the Labor Relations page on City Matters</i>	Hearing: 8 hr Suspension to Dismissal	Hearing: 40 hr Suspension to Dismissal
Accepting Tips or Gifts	Hearing: 8 hr Suspension to Dismissal	Hearing: Dismissal
Accepting Bribes	Hearing: Dismissal	
Conflict of Interest	Hearing: 8 hr Suspension to Dismissal	Hearing: Dismissal
Misuse of Position / Using position for personal benefit (<i>Please reference Violation of State of Ohio Code of Ethics above</i>)	Hearing: 8 hr Suspension to Dismissal	Hearing: Dismissal
Misrepresentation of position / self	Hearing: 8 hr suspension to Dismissal	Hearing: Dismissal

SUBSTANCE ABUSE	1st Incident	2nd Incident
Violation of Administrative Regulation 52	Hearing: 40 hr Suspension	Hearing: Dismissal
Failure to comply with the evaluation or treatment recommendations as determined by the Substance Abuse Professional (SAP), following a positive drug or alcohol test	Hearing: Dismissal	

DISHONESTY	1st Incident	2nd Incident	3rd Incident
Misuse of City funds	Hearing: 8 hr suspension to Dismissal	Hearing: Dismissal	
Deliberately making false accusations or statements / lying / lies of omission / Misrepresenting facts	Hearing: 8 hr Suspension to Dismissal	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal
Theft	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal	
Falsification of records	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal	
Fraudulent use of leave time (Sick, IWP, Union) / Using leave time for other purposes than requested*	Hearing: 8 hr Suspension to Dismissal	Hearing: Dismissal	

*Examples include, but are not limited to, calling in sick for other purposes, and submission of an altered doctor's note.

FAILURE GOOD BEHAVIOR	1st Incident	2nd Incident	3rd Incident
Violating the City Internet Access and E-mail policy	Written reprimand to 24 hr Suspension	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal
Altercation with member of the public, at citizens, customers, co-workers, supervisor, including yelling, screaming, loss of temper, or aggressive behavior	Written reprimand to 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal	Hearing: 80 hr Suspension Dismissal
Disruption of the work place (which can include, but is not limited to: disparaging remarks about another, cursing, malicious gossip, refusing to speak to someone about business matters, or emotional outbursts)	Written Reprimand to 8 hr Suspension (depending on seriousness of employee's behavior)	Hearing: 8 – 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal
Overt disrespect for supervision	Written Reprimand to 40 hr Suspension	Hearing: 8 – 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal
Sexual Misconduct or Harassment / Violation of Administrative Regulation 25 or Administrative Regulation 55	Hearing: 8 hr Suspension to Dismissal	Hearing: 80 hr Suspension	Hearing: Dismissal
Personal use / Misuse of City equipment or property	Hearing: 8 hr Suspension to Dismissal	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal
Gambling while on duty	Counseling to Written Reprimand	Hearing: 8 hr Suspension to Dismissal	Hearing: Dismissal
Sleeping on the job	Written reprimand to 24 hour Suspension	Hearing: 8 – 40 hr Suspension	Hearing: Dismissal
Knowingly issuing illegal or unsafe orders, approving or condoning acts that are prohibited by the City.	Hearing: 8 hr Suspension to Dismissal	Hearing: 8 hr Suspension to Dismissal	Hearing: 40 hr Suspension to Dismissal
Working when not scheduled, working unscheduled and unapproved overtime	Written reprimand – 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal

Violation of City's Code of Conduct (HR P&P, Section 2.8)	Written reprimand – 40 hr Suspension	Hearing: 8 – 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal
<i>Conviction of any City, State, or Federal law in connection with their duties.</i>	<i>Please consult with the Central Human Resources' Labor section for guidance.</i>		

FAILURE GOOD BEHAVIOR – Forfeiture of Public Employment, Off-duty misconduct, criminal charges or convictions – Must consult City HR and Law prior to issuing any discipline	1st Incident
<ul style="list-style-type: none"> (1) A felony that is an offense of violence as defined in section 2901.01 of the Revised Code; (2) A felony that is a felony drug abuse offense as defined in section 2925.01 of the Revised Code; (3) A felony under the laws of this or any other state or the United States that is a crime of moral turpitude; (4) A felony involving dishonesty, fraud, or theft; (5) A felony that is a violation of section 2921.05, 2921.32, or 2921.42 of the Revised Code. 	Forfeiture of Public Employment / Dismissal

For convictions that don't rise to a felony: Again, an employee may be disciplined for convicted offences. Whether a person can continue to work in their present capacity is dependent on the job relatedness of the offence. Some persons may not continue work in a particular capacity due to the fact that there are specific legal prohibitions against it. If it is discovered that an employee has been arrested or convicted of a particular offence, the Law Department and Human Resources Department should be contacted to determine if the employee can continue to work in the position that they currently hold. If they are not permitted to work in the position they currently hold, the employee may be placed in another position for which they are qualified (if one exists), demoted, or dismissed. **A person may also be disciplined for failing to report arrests or convictions – please refer to the section on "Neglect of Duty".*

FAILURE GOOD BEHAVIOR – Workplace Violence	1st Incident	2nd Incident	3rd Incident	4th Incident
Causing physical harm or threatening harm, or demonstrating bullying behavior	Hearing: 8 hr Suspension to Dismissal	Hearing: 8 hr Suspension to Dismissal	Hearing: Dismissal	
Physical attack (fighting, hitting, pushing, shoving, throwing objects)	Hearing: 8 hr Suspension to Dismissal	Hearing: Dismissal		
Intentionally damaging property	Hearing: 8 hr Suspension to Dismissal	Hearing: Dismissal		
Possession or illegal use of weapons / Firearms on City Property	Hearing: 80 hr Suspension to Dismissal	Hearing: Dismissal		

NEGLECT OF DUTY	1st Incident	2nd Incident	3rd Incident	4th Incident
Failure to report physical arrests or convictions*	Hearing: 8 – 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal	
Failure to report damage to motor equipment	Written Reprimand to 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal	
Unsafe work practices that caused, or could have caused death, or other serious consequences to self or others (this could be from observation of an unsafe act by a supervisor, or as a result of an accident investigation).	Hearing: 8 hr Suspension to dismissal	Hearing: 80 hr Suspension to dismissal	Hearing: Dismissal	
1. Failure to follow safety rules, which did not result in an incident. 2. Blatant or repeated disregard of SOP's or Safety Protocols. 3. Not wearing or using required safety equipment	Oral or Written Reprimand	Hearing: 8 – 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal

*Citations and parking offences would not apply.

NEGLECT OF DUTY	1st Incident	2nd Incident	3rd Incident	4th Incident
Failure to follow department's call-in procedure.	Oral Reprimand	Written Reprimand	Hearing: 8 – 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal
Failure to inform department of change of address in a reasonable time frame	Oral Reprimand	Written Reprimand	Hearing: 8 hr Suspension	Hearing: 8 hr Suspension to dismissal
Failure to follow work procedures	Written Reprimand	Hearing: 8 – 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal
Not wearing required uniform or failing to adhere to established written dress code or grooming standards (employees may be immediately sent home for this and go without pay for the day)	Oral Reprimand	Written Reprimand	Hearing: 8 – 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal
Not enforcing safety rules	Written Reprimand	Hearing: 40 to 80 hr Suspension	Hearing: Dismissal	
Not exercising supervisory responsibility	Written Reprimand	Hearing: 8 – 40 hr Suspension	Hearing: 40 hr Suspension (or greater), Demotion, or Dismissal	Hearing: Dismissal
Suspension / Revocation of Required Driver's License*	Hearing: 8 to 24 hr Suspension (or equivalent) and possible demotion	Hearing: 32 to 48 hr Suspension (or equivalent) and possible demotion	Hearing: 64 hr Suspension to Dismissal	

*An employee who loses their driver's license, but later receives driving privileges (allowing them to drive at work) from the courts should be permitted to operate city vehicles (provided the employee only drives a vehicle that does not require a Commercial Driver's License (CDL); a loss of license automatically suspends a Commercial Driver's License and courts cannot override the suspension of a CDL). Any agency wishing to deviate from this practice must first receive permission from the Director of Human Resources.

Incompetency or Inefficiency	1st Incident	2nd Incident	3rd Incident	4th Incident
Engaged in non-work related activities on City time, or personal use of work related materials	Written Reprimand	Hearing: 8 – 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal	Hearing: Dismissal
Failure to meet work standards	Oral Reprimand	Written Reprimand	Hearing: 8 – 40 hr Suspension	Hearing: 40 hr Suspension to Dismissal

For any violation of any City or Department Policies, Procedures, Administrative Regulations, Municipal Code, or committing offenses as outline in Ohio Revised Code 124.34, or anything not specifically listed in this guide, the appropriate discipline will be decided on a case by case basis. Contact the Labor Relations Section of the Human Resources Department for guidance.

The City Manager, appointing authority, or the Director of Human Resources, or their designee, may recommend discipline which is greater or less than these guidelines.

NEGLECT OF DUTY – Accidents with Injury, and Vehicle Accidents, Equipment and / or Property Damage

Non-Preventable Incident / Accident

The employee demonstrates an acceptable level of skill and knowledge of both the established work procedures and the safety policies; and, the employee was in compliance with the said procedures and policies when the incident occurred. The investigator can identify no actions or failures to act by the employee that would have averted the incident. In the investigator’s judgment, contributing environmental factors were not reasonably foreseeable or controllable.

Preventable Incident / Accident

The employee demonstrates an acceptable level of skill and knowledge of both the established work procedures and the safety policies; and, the employee was not in compliance with one or more of the said procedures and policies when the incident occurred. The investigator can identify at least one action or failure to act by the employee that would have averted the incident; and/or, the investigator can identify one or more contributing environmental factors which the employee could have reasonably been expected to anticipate or control.

A preventable accident does not have to include an injury or property damage; failing to adhere to the above mentioned policies or procedures will still be subject to discipline.

	1 st Incident / Accident	2 nd Incident / Accident	3 rd Incident / Accident	4 th Incident / Accident	5 th Incident / Accident
Discipline when having a preventable accident:	Oral Reprimand to 24 hr Suspension	Written Reprimand to 40 hr Suspension	Hearing: 8 hr Suspension to dismissal	Hearing: 24 hr Suspension to dismissal	Dismissal