

MOTION

To amend Ordinance No. 2021-054 as follows:

Page 1, Line 5

After the word “titles” strike the word “and” and insert a comma

Page 1, Line 6

After the word “titles” insert a comma followed by the text “and providing for a 3.25% adjustment of general pay ranges”

Page 1, Line 8

At the beginning of the line, insert the text “providing for a 3.25% increase for eligible employees and”

Page 2, Line 2

After the comma following the word “That”, insert a romanet “(i)”

Page 2, Line 9

After the article “the”, strike the word “nine-page” and insert the word “one-page”

Page 2, Line 10

After the word “ordinance”, insert a comma followed by the text “and (ii) effective beginning with the pay period commencing on October 9, 2021, the nine-page schedule entitled “Classifications and Assigned Ranges” and dated January 5, 2019, as previously amended by Ordinance No. 2019-292, adopted November 12, 2019, Ordinance No. 2020-102, adopted May 11, 2020, and the schedules described in clause (i) of this section 1, incorporated into the Pay Plan by section I of the Pay Plan, is hereby repealed and replaced in its entirety by the ten-page schedule entitled “Classifications and Assigned Ranges, October 9, 2021, Include,” a copy of which schedule is attached to and incorporated into this ordinance”

Page 3, Line 6

After the word “funding”, strike the comma, the text “distributed among City agencies”, and the following comma and insert the text “in the Non-Departmental Budget for the fiscal year commencing July 1, 2021, and ending June 30, 2022” followed by a comma

Page 3, Line 19

After the preposition “on”, strike the month “June” and insert the month “September”

After the year “2020”, insert a comma followed by the text “unless the employee’s salary is below the minimum of the employee’s new pay range”

Page 4, Line 1

After the year “2021”, insert a comma followed by the text “except as provided in section II(C)(2)(b)”

Page 4, Line 14

At the beginning of the line, add the subdivision letter “e.” followed by the text “Employees with a performance issue, performance improvement plan, or disciplinary action, each documented according to the applicable City laws, regulations, and rules, occurring on or after October 8, 2020.”

Page 5, Line 2

After the month “October”, strike the number “9” and insert the number “8”

Page 5, Line 4

After the subdivision letter “b.”, strike the sentence “The Director of Budget and Strategic Planning shall cause the funding provided in the annual budget to achieve the purposes of this section II(C) to be identified by a unique service code within the records of each agency’s budget.” and insert the text “Each employee who is eligible under section II(C)(1) shall receive a pay increase equal to 3.25 percent of the employee’s salary as of October 8, 2021, unless

the amount of such increase would exceed the maximum of the employee's pay range. If the amount of such increase exceeds the maximum of the employee's pay range, the employee's salary will be equal to the greater of the maximum of the employee's pay range or the employee's salary as of October 8, 2021."

Page 5, Line 18

After the subdivision letter "c.", strike the text "Prior to the date on which pay increases become effective pursuant to this section II(C), the Director of Human Resources shall cause:

(1) The preparation of an analysis of each employee eligible for a pay increase pursuant to section II(C)(1) based on uniform standards approved by the Director of Human Resources and designed to identify the appropriate pay for each employee within that employee's pay range or pay band based on that employee's experience and tenure with the City; and

(2) The distribution of this analysis to each appointing authority for review based on each employee's individual characteristics." and insert the text "If the employee's salary remains lower than the midpoint of the employee's pay range after the application of section II(C)(2)(b), the employee will receive an additional salary increase based on the employee's years of service as determined by the Director of Human Resources and the employee's appointing authority in accordance with section II(C)(2). Using records available to the Director of Human Resources, the Director of Human Resources shall analyze and calculate each employee's years of service based on

(1) The employee's years of service in the employee's job classification as of October 9, 2021;

- (2) The employee’s years of service in a higher job classification in the job classification series to which the employee’s job classification as of October 9, 2021, belongs as determined by the Director of Human Resources using the City’s job class codes; and
- (3) The employee’s years of service in a classification equivalent to the employee’s job classification as of October 9, 2021, as determined by the Director of Human Resources using the City’s job class codes.

In developing the analysis for each employee, the Director of Human Resources shall include both City service and service that is not City service, provided that the Director of Human Resources shall include service that is not City service only for employees hired before April 1, 2021. The Director of Human Resources shall provide each employee’s analysis to that employee’s appointing authority for review based on each employee’s individual experience, performance, and qualifications.”

Page 8, Line 7

After the word “qualifications”, insert the text “and provide the appointing authority’s concurrence or any changes to the Director of Human Resources”

Page 8, Line 10

At the beginning of the line, strike the text “that result in a pay increase greater than that recommended” and insert the text “to the calculation of years of service”

Page 8, Line 14

After the period following the word “Resources”, strike the sentence “The total of each agency’s or program’s pay increases shall be less than or equal to the agency’s or program’s amount of funding identified by the Director of Budget and Strategic Planning pursuant to section II(C)(2)(b).” and insert the text “The determination of the Director of Human Resources as to whether years

of service qualify under this section II(C)(2)(c) shall be final and not subject to further appeal. Once the Director of Human Resources has reviewed any changes by the employee's appointing authority and finally determined an employee's years of service in accordance with section II(C)(2)(c), the Director of Human Services shall apply one 2.5 percent salary adjustment for each of the employee's complete years of service to the minimum of the employee's pay range, apply a salary increase equal to the difference between the employee's salary immediately following the salary increase for which section II(C)(2)(b) provides and the midpoint of the employee's pay range, and implement that salary increase, if any, effective beginning with the pay period commencing on October 9, 2021."

Page 9, Line 14

At the beginning of the line, insert the subdivision letter "e." followed by the text "No employee's salary shall be decreased as a result of any application of this section II(C). If the appropriation for the salary increases for which section II(C)(2)(c) and (d) provide made in the Non-Departmental Budget for the fiscal year commencing July 1, 2021, and ending June 30, 2022, is not sufficient to fund all of the salary increases for which section II(C)(2)(c) and (d) provide, the Director of Human Resources shall prorate the salary increases of all employees who would receive a salary increase pursuant to section II(C)(2)(c) and (d) so that those salary increases do not exceed the available appropriation. For purposes of this section II(C), the term 'pay range' has the meaning set forth in section III(A)(8), except that for each classification assigned a broad band established pursuant to section III(B)(38) within which the Chief Administrative Officer has established pay zones pursuant to section III(B)(38)(a), the term 'pay range' means the pay zone within that broad band to which the employee is assigned."

Page 12, Line 13

At the beginning of the line, strike the date “March 5” and insert the date “May 10”