

MOTION

To amend Ordinance No. 2020-082 as follows:

Page 1, Line 4

After the word “To”, strike the text “amend the schedule of classifications and assigned ranges incorporated into section I of the Pay Plan for the purpose of revising the wording of certain classification titles and changing the pay ranges of certain classification titles; to amend section II(B) of the Pay Plan to provide a 2% pay increase for classified and unclassified permanent City employees who are not in the step based pay system for police and fire employees; and to”

Page 1, Line 8

After the word “sections”, insert the text “III(B)(4)” followed by a comma

Page 1, Line 9

After the sequence number “(i)”, insert the text “suspend police and fire career development, (ii)”

Page 1, Line 13

After the comma following the word “contribution”, strike the sequence number “(ii)” and insert the sequence number “(iii)”

Page 1, Line 14

After the comma following the word “supplement”, strike the sequence number “(iii)” and insert the sequence number “(iv)”

Page 1, Line 15

After the comma following the date “Jun. 30, 2021”, strike the text “(iv) to change the living wage”

After the period following the section number “1”, strike the text “That 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, incorporated into the Pay Plan by section I of the Pay Plan, be and is hereby amended by excluding the classifications as shown on the ten-page schedule entitled “Classifications and Assigned Ranges, Exclude” and dated July 4, 2020, a copy of which schedule is attached to and incorporated into this ordinance, and by including the classifications as shown on the nine-page schedule entitled “Classifications and Assigned Ranges, Include” and dated July 4, 2020, a copy of which schedule is attached to and incorporated into this ordinance.

§ 2. That (i) section III(B)(29) of the Pay Plan shall not apply to the amendments made by section 1 of this ordinance, (ii) no employee whose position this ordinance moves to another classification, pay range, or pay band shall receive a pay increase or decrease due to any adjustment made by this ordinance, and (iii) for purposes of this section, words or phrases defined in section III(A) of the Pay Plan have the meanings set forth in section III(A) of the Pay Plan.

§ 3. That section II(B) of the Pay Plan be and is hereby amended as follows:

B. The provisions of this section II(B) apply to the fiscal year commencing July 1, ~~[2019]~~ 2020, and ending June 30, ~~[2020]~~ 2021. All employees in classified and unclassified City permanent positions shall have their base rate of pay adjusted to reflect a ~~[three]~~ two percent increase, subject to the following conditions:

1. Employees not employed continuously in a permanent position on June 30, [~~2018~~] 2019, shall not be eligible for a base rate of pay adjustment except as indicated in section II(B)(4).
2. Employees in the classifications of Police Recruit, Police Officer I, Police Officer II, Police Officer III, Police Officer IV, Master Police Officer, Police Sergeant, Police Lieutenant, Police Captain, Fire Recruit, Fire Fighter I, Fire Fighter II, Fire Fighter III, Fire Fighter IV, Master Fire Fighter, Driver Pump Operator, Fire Lieutenant, Fire Captain, Fire Battalion Chief, Staff Battalion Chief, and any other employee in the step based pay system for which Section III(40) provides shall not be eligible for the [~~three~~] two percent increase in base rate of pay.
3. If, as a result of the application of the [~~three~~] two percent increase to an employee's base rate of pay for which this section II(B)(1) provides, an employee's base rate of pay would exceed the maximum rate of pay for that employee's classification, (i) that employee's base rate of pay shall be increased only to the maximum rate of pay for that employee's classification, and (ii) that employee shall not be eligible for additional increases to that employee's base rate of pay until the maximum rate of pay for that employee's

classification pursuant to section I is adjusted to exceed such employee's base rate of pay.

4. If, after the application of the two percent increase, an employee's base rate of pay is below an employee's minimum rate of pay for that employee's classification, that employee's base rate of pay shall increase to the minimum of that employee's classification.
5. The amount of the increase shall be calculated on the employee's base rate of pay as of July ~~[5, 2019]~~ 3, 2020.

~~[5. For the avoidance of doubt, constitutional officers and their employees who do not have classifications or titles set forth in the "Classifications and Assigned Ranges," dated January 5, 2019, shall receive the three percent increase if they meet the other requirements of this section II(B).]~~

Page 4, Line 13

At the beginning of the line, insert the text "That section III(B)(4)(b) of the Pay Plan be and is hereby amended as follows:

- b. Advancement between classifications in accordance with career development plans implemented pursuant to this section, except for advancement from Police Recruit to Police Officer I and from Fire Recruit to Fire Fighter I, shall be suspended" followed by the stricken text "for the period commencing July 1, 2017, and ending June 30, 2019" and a period

Page 4, Line 19

After the section symbol, strike the number “4” and insert the number “2”

Page 5, Line 6

After the section symbol, strike the number “5” and insert the number “3”

Page 6, Line 3

After the section symbol, strike the number “6” and insert the number “4”

Page 6, Line 7

After the section symbol, strike the number “7”, the period, and the text “That section III(B)(36) of the Pay Plan be and is hereby amended as follows:

36. Living Wage.

Any employee in a position (other than Summer Youth Program, Special Event Worker, Intern, or other special employment program participants as determined by the Director of Human Resources) working either full-time or part-time shall have an hourly rate of pay at least [~~\$12.07~~] \$12.60.”

Page 6, Line 13

At the beginning of the line, strike the section symbol “§” and the number “8” and insert the number “5”

Page 9, Line 7

At the beginning of the line, after the section symbol “§”, strike the number “9” and insert the number “6”