

**FIRST ADDENDUM TO THE COLLECTIVE BARGAINING
AGREEMENT BETWEEN
CITY OF CLEARWATER AND CWA LOCAL 3179**

This Addendum is entered into by and between the City of Clearwater and Communication Workers of America, Local 3179. For good and valuable consideration, the Parties hereto agree and acknowledge as follows:

The Parties have entered into a Collective Bargaining Agreement covering the period October 1, 2020 through September 30, 2023 (“CBA”). In June 2022, the Parties mutually agreed to reopen the CBA for the purpose of discussing wages, vacation, and pension.

1. As a result of the foregoing, the Article 9, Section 1 shall be modified as follows:

**ARTICLE 9
WAGES & COMPENSATION**

Section 1. Salary

Effective on the first day of the payroll period that includes October 1, 2022, and prior to the merit pay increase and pay adjustments in Article 9, Section 1, the following shall occur:

Appendix A – Alphabetical Listing of Job Classification shall be replaced with the following:

Appendix A.1, which is incorporated by reference and attached hereto.

One-time pay adjustments are based on the employee’s work week (40 hour vs. 37.5 hour) as of October 1, 2022. Any employee who is below the minimum rate of pay in Appendix B will be increased to the minimum. Employee’s rate of pay may also be adjusted based on years of service in the employee’s job classification as of October 1, 2022, with a maximum adjustment of \$7,500.00 and not to exceed 75% through the range. Employees will not receive credit for years of service in prior job positions. Adjustments are based on the following scale:

Years in Job	Percentage Through the Range
0	0%
1	5%
2	10%
3	15%
4	20%
5	25%
6	30%
7	35%

8	40%
9	45%
10	50%
11	55%
12	60%
13	65%
14	70%
15	75%

Any employee who is above the maximum rate of pay in Appendix B shall not receive any increase in pay.

2. As a result of the foregoing, the Article 9, Section 10 shall be modified as follows:

**ARTICLE 9
WAGES & COMPENSATION**

Section 10. Certification Pay

E. Police Telecommunicators, Senior Police Telecommunicators, and Police Telecommunicator Supervisors, who are hired on or after October 1, 2022, shall receive a 3% increase to base pay for each of the following training tasks successfully completed: (i) call-taker training and successful completion of the related state exam; (ii) information/CJIS terminal training; (iii) dispatcher training.

Incumbent Police Telecommunicators, Senior Police Telecommunicators, and Police Telecommunicator Supervisors, who were hired prior to October 1, 2022, shall receive a 1.5% increase to base pay for each of the training tasks, as listed in the previous paragraph, completed as of October 1, 2022. Incumbent employees in these classifications will not be eligible for further training-related adjustments.

Police Telecommunicators, Senior Police Telecommunicators, and Police Telecommunicator Supervisors shall receive each training-related adjustment only once, regardless of job classification or adjustment amount.

3. As a result of the foregoing, the Article 8, Section 14 shall be modified as follows:

**ARTICLE 8
LEAVE OF ABSENCE**

Section 14. Vacation Buyback

In each payroll calendar year, 40-hour employees who have used at least 40 vacation hours may receive up to 80 hours of regular pay in exchange for the same number of vacation hours. The employee must maintain a minimum of 80 hours in their vacation bank after the exchange and can only make one request per year. The employee must not have received any formal discipline during that payroll calendar year and must receive at least Meet Standards on their annual evaluation. The employee must make a written request to the Payroll Preparer on or before November 15 to receive the requested hours of regular pay in the payroll period which includes December 1.

In each payroll calendar year, 37.5-hour employees who have used at least 37.5 vacation hours may receive up to 75 hours of regular pay in exchange for the same number of vacation hours. The employee must maintain a minimum of 75 hours in their vacation bank after the exchange and can only make one request per year. The employee must not have received any formal discipline during that payroll calendar year and must receive at least Meet Standards on their annual evaluation. The employee must make a written request to the Payroll Preparer on or before November 15 to receive the requested hours of regular pay in the payroll period which includes December 1.

4. Except as provided in this Addendum, all other terms and conditions of the CBA remain in full force and effect.

Appendix A.1

Current Job Title	Current Salary Range	Proposed Salary Range
Account Collector	7	7
Accounting Technician	9	9
Air Conditioning Technician	13	14
Aquatics Coordinator	10	12
Arborist	11	14
Beach Lifeguard	7	9
Billing Specialist	9	10
Board Reporter	9	13
Building & Maintenance Supervisor	16	18
Building Construction Inspector	16	18
Building Inspector Technician	13	14
CAD & GIS Technician	13	14
City Clerk Specialist	9	13
Code Enforcement Inspector	14	15
Combination Building Inspector	20	20
Construction Inspector	13	15
Container Maintenance Worker	8	10
Contracts & Procurement Specialist	10	13
Custodial Worker	3	3
Customer Service Representative	7	7
Customer Service Specialist	10	11
Customer Service Trainer	13	15
Development Review Technician	10	12
Development Review Trainee	7	7
Electrical Supervisor	16	18
Engineering Technician	13	14
Environmental Code Enforcement Inspector	14	15
Fire Apparatus Mechanic	15	16
Fleet Buying Coordinator	17	18
Fleet Mechanic	13	14
Fleet Mechanic Supervisor	18	19
Fleet Operations Trainer	14	15
Fleet Parts Specialist	8	8
Gas Operations Supervisor	20	21
Gas System Specialist	18	19
Gas Tech Apprentice	8	8
Gas Technician	10	11
Graphic Designer	14	15

Current Job Title	Current Salary Range	Proposed Salary Range
Housing Inspector	14	15
Industrial Electrician	16	17
Industrial Pretreatment Inspector	14	16
Inspections Specialist	16	16
Lead Gas Technician	16	17
Lead Industrial Pretreatment Inspector	16	19
Lead Parks Service Technician	11	13
Lead Stormwater Technician	13	14
Lead Streets & Sidewalks Technician	13	15
Lead Wastewater Collections Technician	15	16
Lead Wastewater Treatment Plant Operator	18	20
Lead Water Plant Operator	18	20
Library Assistant	5	5
Library Page	2	2
Licensed Electrician	15	16
Machinist / Fabricator	14	14
Maintenance Worker	5	5
Marine Facilities Supervisor	15	16
Marine Facility Operator	8	9
Mechanic Fabricator	14	14
Meter Reader	6	6
Parking Attendant	2	2
Parking Citation Assistant	7	7
Parking Enforcement Specialist	9	9
Parking Enforcement Supervisor	15	17
Parking Marina Supervisor	15	17
Parking Meter Technician	11	12
Parking Operations Supervisor	15	17
Parking, Facility & Security Aide	5	5
Parks Heavy Equipment Operator	11	12
Parks Service Foreman	14	15
Parks Service Supervisor	16	17
Parks Service Technician	4	4
Personnel/Payroll Technician	10	12
Plumber	13	14
Police Aide	4	5
Police Office Specialist	9	9
Police Property Clerk	7	8
Police Property Supervisor	13	16
Police Records Clerk	5	6

Current Job Title	Current Salary Range	Proposed Salary Range
Police Records Specialist	9	11
Police Records Supervisor	13	16
Police Telecommunicator	12	14
Police Telecommunicator Supervisor	16	18
Police Telecommunicator Trainee	10	10
Pool Lifeguard	5	5
Public Utilities Wastewater Collections Foreman	17	18
Public Utilities Wastewater Collections Supervisor	19	21
Recreation Coordinator	10	12
Recreation Facilities Support Custodian	9	9
Recreation Leader	5	5
SCADA Specialist	18	20
School Crossing Guard Coordinator	5	10
Senior Account Collector	11	12
Senior Accounting Technician	12	13
Senior Beach Lifeguard	9	13
Senior CAD & GIS Technician	15	16
Senior Code Enforcement Inspector	16	17
Senior Construction Inspector	16	18
Senior Customer Service Representative	11	12
Senior Development Review Technician	12	14
Senior Gas Technician	13	14
Senior Graphic Designer	16	17
Senior Library Assistant	7	11
Senior Meter Reader	8	10
Senior Parking Attendant	6	6
Senior Parks Service Technician	8	10
Senior Police Telecommunicator	14	16
Senior Recreation Coordinator	11	13
Senior Recreation Leader	7	10
Senior Solid Waste Worker	8	10
Senior Stormwater Technician	11	12
Senior Streets & Sidewalks Technician	11	12
Senior Survey Assistant	10	12
Senior Utility Dispatcher	9	9
Senior Wastewater Collections Technician	13	14
Sign Inspector	14	15
Skilled Tradesworker	11	11
Solid Waste Accounts Coordinator	11	12
Solid Waste Boom Crane Operator	11	12
Solid Waste Equipment Operator	12	13

Current Job Title	Current Salary Range	Proposed Salary Range
Solid Waste Operations Supervisor	18	19
Solid Waste Service Foreman	14	15
Solid Waste Supervisor	18	19
Solid Waste Technical Operator	9	11
Solid Waste Worker	6	6
Staff Assistant	7	7
Storeskeeper	10	10
Stormwater Foreman	14	16
Stormwater Heavy Equipment Operator	11	12
Stormwater Supervisor	17	20
Stormwater Technician	8	8
Street Sweeper Operator	11	12
Streets & Sidewalks Supervisor	16	18
Streets & Sidewalks Technician	7	8
Survey Assistant	7	7
Survey Crew Leader	15	15
Traffic Engineering Assistant	10	12
Traffic Operations Supervisor	16	18
Traffic Sign & Marking Technician	12	12
Traffic Signal Technician	14	14
Transfer Station/Scales Operator	9	11
Tree Trimmer	8	8
Utilities Electronics Technician	15	16
Utilities Lead Mechanic		16
Utilities Maintenance Foreman	15	18
Utilities Maintenance Supervisor	19	21
Utilities Mechanic	13	14
Utility Dispatcher	7	7
Warehouse Supervisor	16	16
Wastewater Collections Technician	8	8
Wastewater Treatment Plant Operator A	17	18
Wastewater Treatment Plant Operator B	15	16
Wastewater Treatment Plant Operator C	13	14
Wastewater Treatment Plant Operator Trainee	8	8
Water Distribution Foreman	17	18
Water Distribution Operator	12	13
Water Distribution Operator Lead	15	16

Current Job Title	Current Salary Range	Proposed Salary Range
Water Distribution Operator Trainee	8	8
Water Distribution Supervisor	20	21
Water Plant Operator A	17	18
Water Plant Operator B	15	16
Water Plant Operator C	13	14
Water Plant Operator Trainee	8	8
Water Quality Technician	13	14
Water/Wastewater Treatment Plant Chief Operator	20	22
Welder/Manufacturer	13	13

IN WITNESS WHEREOF, the parties hereto have made and executed this First Addendum on this _____ day of September, 2022.

**COMMUNICATIONS WORKERS
OF AMERICA, LOCAL 3179**

Ron Rice, President

CITY OF CLEARWATER

Frank Hibbard
Mayor

Jon Jennings
City Manager

Approved as to form:

Attest:

Owen Kohler
Lead Assistant City Attorney

Rosemarie Call
City Clerk