

ADDENDUM

Implement proposal provided by Public Sector Personnel Consultants (“PSPC”) to City Council on May 14, 2019, that updates job classifications, job descriptions, pay range tables, one-time compression adjustment and 40-hour work week for all classifications.

Effective immediately, all job classifications shall be based on a 40-hour work week.

Effective on the first day of the payroll period that includes October 1, 2019 and prior to the merit pay increase and pay adjustments in Article 9, Section 1(A), the following shall occur:

Appendix A – Alphabetical Listing of Job Classifications shall be amended with the following:

Appendix AA.1 and AA.2, which are incorporated by reference and attached hereto.

Appendix B – C.W.A. Pay Range Tables

Appendix BB.1 and BB.2, which are incorporated by reference and attached hereto.

One-time pay adjustment based on 40-hour work week. Any employee who is below the minimum rate of pay in Appendix BB 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, 2019, with a maximum adjustment of \$6,000.00 unless the employee earns less than \$65,000.00 and their job position is more than 8% below the market according to the PSPC proposal. 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	52.5%

12	55.0%
13	57.5%
14	60.0%
15	62.5%
16	65.0%
17	67.5%
18	70.0%
19	72.5%
20	75.0%
21	75.0%
22	75.0%
23	75.0%
24	75.0%
25+	75.0%

For the remainder of this Agreement, employees in job classifications based on a 37.5 work week shall remain in the 37.5 work week classification and be subject to the same rate of pay, schedule, benefits, and other emoluments as provided to 37.5-hour employees in this Agreement. However, a 37.5-hour employee who changes positions for any reason, including but not limited to transfers, promotions, demotions, etc., will lose this grandfather status and will have a new rate of pay, schedule, benefits, and other emoluments as provided to a 40-hour employee in this Agreement.

Employees who are above the maximum hourly rate as provided in Appendix BB shall not receive any increases in pay.

All Union represented employees shall have the opportunity to appeal why their job classification was not properly classified by the PSPC study. This is the only topic eligible for appeal relating to the PSPC study. It is a requirement for the employee to submit their request in writing with specific detail on the attached form, along with supporting evidence. All appeals must be submitted within 30 calendar days from the date the revised job descriptions become available to the CWA. The appeal will be submitted to the CWA Executive Board. If supported by the CWA Executive Board, the appeal must be submitted within 15 days to the employee's Department Head for review. Within 30 calendar days, the Department Head will respond with approval or denial to the Human Resources Department, which will provide the package to the City Manager for final consideration. The City Manager will have 30 calendar days to render a decision which is final and binding. This appeal process is not subject to further appeal, grievance, arbitration, or any other remedy in this Agreement.

IN WITNESS WHEREOF, the parties hereto have made and executed this Addendum on this _____ day of September, 2019.

**COMMUNICATIONS WORKERS
OF AMERICA, LOCAL 3179**

Michael Head, Vice President

Countersigned:

CITY OF CLEARWATER

George N. Cretekos
Mayor

William B. Horne II
City Manager

Approved as to form:

Attest:

Pamela Akin
City Attorney

Rosemarie Call
City Clerk