

ADDENDUM

Implement proposal provided to City Council on May 25, 2021, that updates the job classifications, job descriptions, pay range tables, and one-time compression adjustment to meet the state's new minimum wage requirements. Summary is as follows:

- Lowest hourly rate will be \$15.00 per hour.
- Update CWA pay plan to reflect minimum rates.
- Change pay plan ranges directly affected by new minimums (Grades 1-12).
- Reassign grades to reduce compression for employees at or near the minimum wage and maintain spacing based on job responsibility and difficulty.
 - Sr. Library Assistant from Grade 6 to 7
 - Parking Citation Assistant from Grade 6 to 7
 - Parking Enforcement Specialist from Grade 8 to 9
 - Police Property Clerk from Grade 6 to 7
 - Recreation Coordinator from Grade 9 to 10
 - Aquatics Coordinator from Grade 9 to 10
- Compression adjustments for employees between \$15.00 to \$20.00 per hour.

Effective on September 25, 2021, and prior to the pay adjustments in Article 9, Section 1(A), the following shall occur:

Appendix B – C.W.A. Pay Range Tables shall be amended with the following:

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

Effective following the approval and execution of this Addendum by the City Council, Article 8, Section 1(A) shall be amended as follows:

**ARTICLE 8
LEAVES OF ABSENCES**

Section 1. Holidays

A. Designated Holidays

The following days shall be observed as designated holidays for regular full-time and part-time employees.

New Year's Day	Labor Day
Martin Luther King Day	Veterans' Day
Presidents' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
<u>Juneteenth</u>	Christmas Day
Independence Day	

IN WITNESS WHEREOF, the parties hereto have made and executed this Addendum on this ____ day of _____, 2021.

**COMMUNICATIONS WORKERS
OF AMERICA, LOCAL 3179**

Ronald Rice, President, Local 3179

Countersigned:

CITY OF CLEARWATER

Frank V. Hibbard, Mayor

Micah Maxwell, Interim City Manager

Approved as to form:

Attest:

Pamela K. Akin, City Attorney

Rosemarie Call, City Clerk