

## ARTICLE 32

### PAY PLAN

32.1 A. ~~Base wage ranges for each bargaining unit employee in job classifications contained in Appendix A, B, and C of this Agreement shall be as listed in Appendix E of this Agreement. Effective October 2, 2022, a one-time equity adjustment shall be made to employees who are identified as eligible. Eligibility shall be determined based on the following analysis: The employee's rate of pay and years in current position, as of September 30, 2022, are compared to the rate of pay assuming a methodology in which the rate of pay reaches the midpoint of the grade range upon ten (10) years of service and reaches the maximum of the grade range upon twenty (20) years of service.~~

~~If the current rate of pay, as of September 30, 2022, is below the rate of pay based on the above methodology, a one-time increase shall be made to align with the calculated rate of pay.~~

~~If the current rate of pay, as of September 30, 2022, is at or above the rate of pay based on the above methodology, no equity adjustment shall be made.~~

~~Upon implementation of the equity adjustment~~

Should, during the effective dates of this Agreement as listed in Article 37 – Duration, a constitutional amendment be approved in the State of Florida modifying the ad valorem property tax provisions of Article VII of the Florida Constitution, either party shall have the right, within sixty (60) days of the approval of the constitutional amendment, to immediately reopen Article 32 – Pay Plan for negotiation. Such reopening shall not permit reduction or modification of any other Article of this Agreement. Any adjustment agreed to through such reopening shall not result in less than a two percent (2%) COLA wage increase, each year, for bargaining unit members.

Effective on October 2, 2022 upon the first full pay period following ratification of the collective bargaining agreement, each bargaining unit employee's base pay will increase by 6.04.0%. If the increase in pay would result in a computed pay rate over the maximum of the applicable grade range, the maximum will apply, and any remaining difference will be paid in the form of a pensionable lump sum.

B. Effective ~~October 2, 2023~~ September 27, 2026, each bargaining unit employee's



base pay will increase by ~~5.04.0~~4.0%. If the increase in pay would result in a computed pay rate over the maximum of the applicable grade range, the maximum will apply, and any remaining difference will be paid in the form of a pensionable lump sum.

C. Effective ~~October 2, 2024~~September 26, 2027, each bargaining unit employee's base pay will increase by ~~4.04.0~~4.0%. If the increase in pay would result in a computed pay rate over the maximum of the applicable grade range, the maximum will apply, and any remaining difference will be paid in the form of a pensionable lump sum.

D. ~~All members who are employed by the City of Orlando prior to October 1, 2022 and are employed at the time that the below one-time payment is made, and who have not received a First Responder Bonus payment from the State of Florida, will receive a non-pensionable \$1,000 one-time payment in December of 2022.~~

32.2 The City agrees to pay all new hire Bargaining Unit employees at the minimum of the wage grade for his/her classifications. When the City has been unable to recruit qualified applicants or when it is determined to be in the best interest of the City, the Human Resources Director may authorize a starting pay in excess of the minimum. In such cases, the Union will be notified and may, upon request, review the recruitment efforts prior to the selected applicant(s) starting date(s).

32.3 All employees covered by this agreement are required to be participants in either Direct Deposit or a Pay Card program when implemented by the City.

32.4 It is understood that whenever an employee has the option under this agreement to elect to receive Comp Time in lieu of payment, the employee will have the choice of either comp time or paid time within the same week.~~election shall apply to all such hours in a particular week (i.e., hours will either be all Comp Time or all paid time.)~~ In the event that the election of Comp Time would result in the maximum allowable cap being exceeded, all such hours in the pay period will be paid out.

32.5 A promotion is the movement of an employee from one classification to another classification covered by this Agreement, with a wage grade higher than the employee's current classification. If an employee is promoted the employee will receive no less than



a seven percent (7%) increase in base pay or the appropriate increase in accordance with City policy 808.5.

- 32.6 A demotion is the movement of an employee from one classification to another classification covered by this agreement with a wage grade lower than the employee's current classification. If an employee is demoted, the employee will receive the appropriate decrease in pay in accordance with City policy 808.5.
- 32.7 Promotions and demotions to or from the unit shall be in accordance with the City Policy and Procedure manual.
- 32.8 The City agrees that an employee shall be entitled to recover, as soon as possible, funds due him by reason of errors in the implementation or administration of the City plan and other applicable laws or regulations affecting pay. Whenever it is discovered that a payroll overpayment has been made to an employee, management will notify the employee of the amount of the outstanding indebtedness. If repayment is not made within the two (2) week pay cycle, a repayment plan will be established between the employee and the City and deductions will be made (minimum of Fifty Dollars (\$50.00) per pay period) from the employee's paycheck.
- 32.9 An employee whose job classification does not require a non-Commercial Driver License (CDL), but who possesses a CDL License, Class A or B, and is required from time to time to drive a City vehicle that requires such a license will be eligible to receive a two hundred (\$200.00) annual incentive allowance. To qualify for this provision employees must have on file with Human Resources proof of /her CDL license.
- 32.10 Lift Station Operator Supervisors in the Wastewater Division are eligible for a two hundred (\$200) dollar lump sum payment for initially passing the Limited Certification for Spraying Exam. The first two training courses and exam fees will be paid by the City. Subsequent attempts are at the employee's expense. A fifty (\$50) dollar lump sum will be paid for successfully renewing the certificate every four (4) years.
- 32.11 At the request of the Union, but not more frequently than once each three (3) years, the Union may submit a request to review up to five (5) designated classifications per year for duties responsibilities education and / or experience, certification and /or licensure, and working conditions to determine appropriate salary. Such requests are to be submitted to the Human Resources Department Manager in February of each year and will be subject



to the same review process as department-originated reclassification requests. The union shall be notified of the status in January of the following year to allow for budget review and compensation analysis.

### **Other Pay**

- 32.12 Bargaining unit employees who are assigned as Field Training Officers (FTO) shall be compensated at the rate of \$10.00 per day for those working eight (8) hour shifts and \$12.50 per day for those working ten (10) hour shifts and \$14.00 for those working a twelve (12) hour shifts each day they perform the duties as a Field Training Officer or Field Training Officer Supervisor.

#### Positions eligible for the training pay:

Crime Scene Investigator Supervisor

Crime Scene Investigator I, II, and III

Community Service Officer Supervisor

Community Service Officer I, II, and III

Emergency Communications Shift Supervisor

Emergency Communications Specialist I, II, III

Civilian Transport Employees

- 32.13 OPD civilian and OFD Civilian Transport employees appearing in the legal process in his/her off-duty hours as a result of subpoena from exercising his/her City duty and responsibilities will, when actually appearing for the process receive a minimum of three (3) hours straight pay or compensatory time. This three (3) hour minimum shall not apply when the court appearance is scheduled to begin within one hour of the start or one hour of the end of the employee's shift. In such circumstances the employee's shift will be extended and the employee will be paid for actual hours worked.

- 32.14 Building inspectors with certifications/licenses not required by his/her positions – e.g., plumbing, electrical inspector, plans examiner – will be paid an incentive of \$0.40 per hour for up to three such certifications/licenses. To be eligible, an employee must keep such certifications/licenses current. An employee whose certification(s)/license(s) lapse(s), for any reason, must immediately notify his/her Division Manager.

- 32.15 If anyone in the positions of Police Emergency Communications Specialists, Emergency



Communications Shift Supervisors or OFD Emergency Communications Shift Supervisors is mandated to stay past their original shift end time by 4 hours or more and did not have advance notice of this prior to the start of their shift, they will be given a \$15.00 meal stipend.

The following are items that are being agreed to, but shall not be incorporated into the collective bargaining agreement:

Effective upon the first full pay period following ratification of the collective bargaining agreement, the position of Civilian Paramedic will be moved from S16 to S15. Also effective on the same date, all positional movements will occur that were identified in the JAT study, except for those that impacted the career ladders.

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City Of Orlando

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SEIU

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Date

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Date

City 11/26/25