

City TA:

Union TA:

Article 5. Productivity

- 5.1 It is the intent of the parties to achieve and sustain maximum productivity per employee during the term of this agreement. In return to the City for the wage rates and working conditions herein provided and consistent with the principle of a fair day's work for a fair day's pay, the Union pledges its agreement with the objective of achieving the highest level of employee performance and efficiency consistent with safety, good health and sustained effort. Management may provide rewards to employees for improvements in productivity; such as up to an additional eighty (80) hours of vacation leave or comp time, however, such rewards shall not change the employee's pay rate as contained in Schedule A.