

unit. Any bargaining unit member who has left the service of the City of Columbus since August 17, 2003 will not receive retroactive pay.

(3) Any pay rate adjustment [i.e., pay rate increase (PRI), step increase (STI)] processed for a bargaining unit member since August 17, 2003, will be adjusted to reflect the 2003 two percent (2%) increase.

(4) Any bargaining unit member initially hired by the City, or moved into the bargaining unit, after August 17, 2003, will have a pay adjustment for the period of time spent in the bargaining unit since August 17, 2003.

- (C) The hourly rate of pay or bi-weekly salary for each employee covered by this Agreement shall be at the sole pay rate for employees whose job classifications are assigned to Pay Range 29 or below. Employees whose job classifications are assigned to Pay Range 30 or above shall be paid at any rate within the pay range(s) to which the classification is assigned as determined by the Appointing Authority, consistent with the other requirements set forth in this Section 17.1 and Appendices A and B. An employee's progression through steps of their pay range as set forth in the Pay Plan (Appendix A) shall be in accordance with the pre-existing written provisions for step progression as specified in Sections 5(B), (C), (D), and (E) of the City's Administrative Salary Ordinance, Ordinance No. 1813-91, as last amended by Ordinance No. 1664-93 on July 26, 1993.
- (D) The Appointing Authority will designate the range and rate within the range at which a newly hired employee shall be paid, consistent with Appendices A and B.
- (E) The pay ranges and hourly rates of pay as well as any annual salaries established in Appendix A shall be based upon a forty (40) hour workweek. Nothing in this Agreement, however, shall be construed as a guarantee of hours of work per shift, per day, per week or any other period.
- (F) The City will continue the merit pay review system for bargaining unit employees assigned to a classification with variable pay ranges and/or pay ranges 30 and above. Each employee shall be evaluated once every two years (beginning in 1998) based on the employee's classification date. Effective January 1, 2000, the every two year merit pay increases shall only be considered once an employee has moved through the automatic steps of the salary program, pay ranges 29 and below. If an employee is