

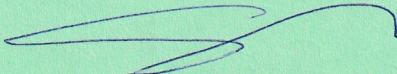
SIGN-OFF – New Language and renumbering

**8.1 (c) Authorized Variation in Start and End Times:**

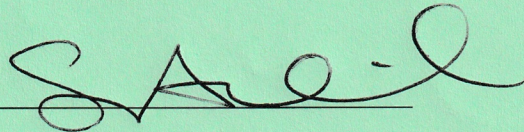
**Employees may start and end their workdays at times other than those specified in subsection (a) above (i.e., 8:30 a.m. to 4:30 p.m., Monday through Friday) with the agreement of their Manager or Department Head. Such variations in start and end times shall be subject to the operational needs and requirements of the department or division in which they work and shall not result in any adverse impact on the efficient delivery of services.**

Signed this 13 day of September, 2023.

BARGAINING REPRESENTATIVE  
FOR THE CITY

  
\_\_\_\_\_

BARGAINING REPRESENTATIVE  
FOR THE UNION

  
\_\_\_\_\_