

COMUNE DI VENEGONO INFERIORE
CONTRATTO COLLETTIVO DECENTRATO INTEGRATIVO DEL PERSONALE
DIPENDENTE NON INCARICATO DI POSIZIONE ORGANIZZATIVA
ANNUALITA' ECONOMICA 2017

Tra:
La delegazione trattante di parte pubblica
in persona del Presidente

Nicoletta Pezzuti

Segretario Comunale

Autorizzata alla sottoscrizione del CCDI parte economica 2017, dalla deliberazione di GC numero 114 del 16 ottobre 2017.

La delegazione sindacale composta da:

OO.SS

Andreina Manzi

FP CGIL di Varese

Mirella Palermo

Rappresentante CISL FP dei Laghi

RSU

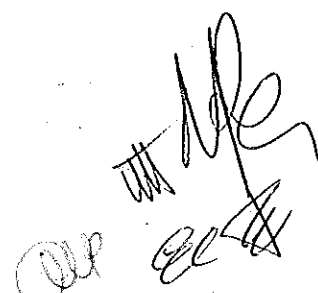
Elisa Catella

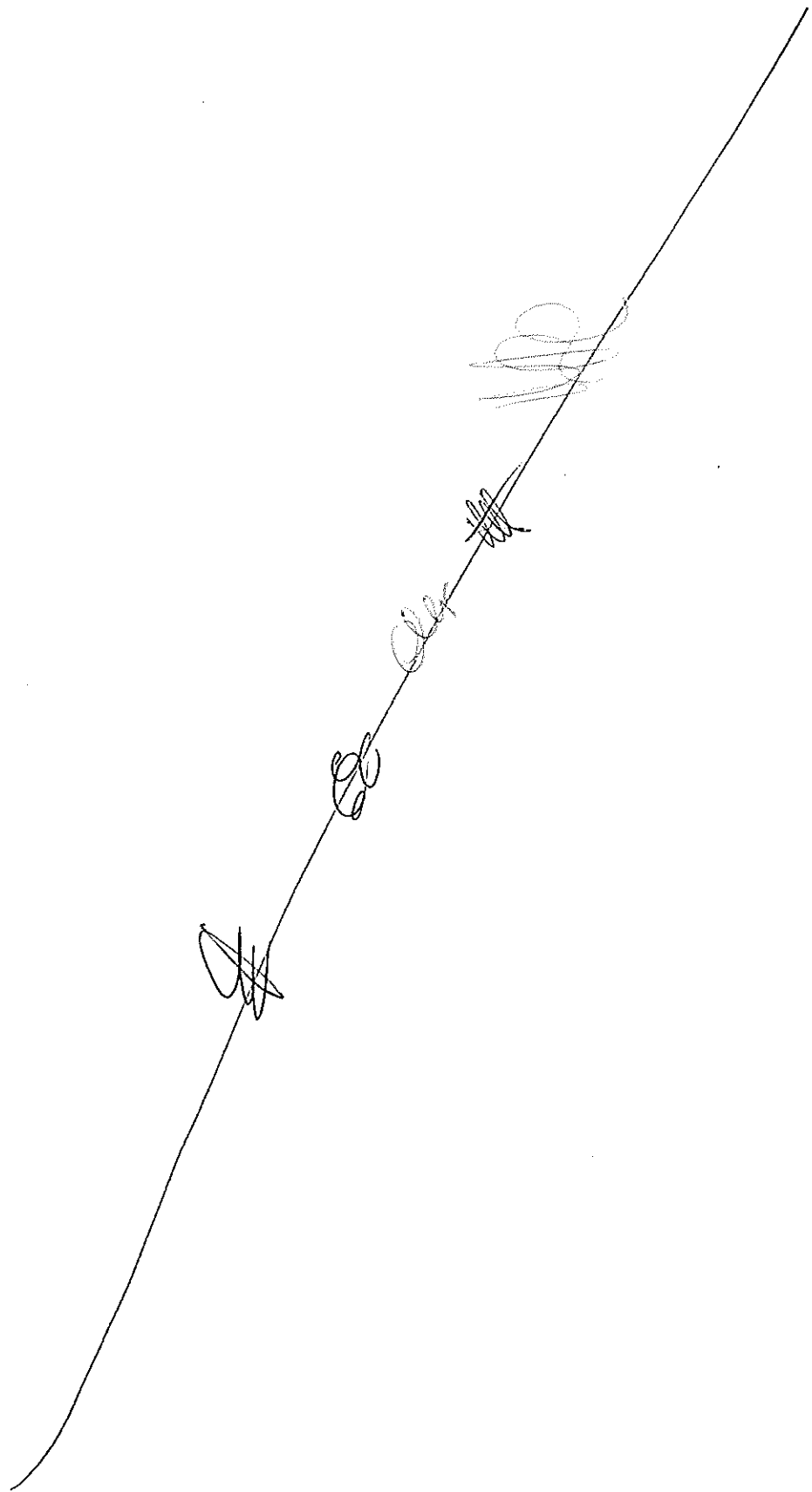
Nicoletta Erba

E' stato sottoscritto il contratto per la disciplina delle politiche di sviluppo delle risorse umane e della produttività limitatamente all'anno 2017.

ART. 1 – Ambito di applicazione e durata

La presente ipotesi di contratto disciplina le modalità di utilizzo delle risorse destinate all'incentivazione delle politiche di sviluppo delle risorse umane e della produttività limitatamente all'anno 2017.





ART. 2 – Costituzione del fondo di cui all'art. 15 del CCNL 01/04/1999

Per l'anno 2017 la costituzione del fondo destinato alle politiche di sviluppo delle risorse umane ed alla produttività è stato determinato come in allegato.

ART. 3 – Utilizzo del fondo per il finanziamento del salario accessorio

L'utilizzo del fondo per la contrattazione decentrata per l'anno 2017 è determinato secondo quanto indicato nel presente accordo:

FONDO STABILE:

Il fondo stabile, al netto dei pagamenti delle progressioni economiche orizzontali riconosciute negli anni precedenti e indennità di comparto, verrà utilizzato per la produttività ex art. 17 comma 2;

FONDO VARIABILE:

Per l'anno 2017 si concorda che il fondo costituito ex art. 31 comma 3 è utilizzato nel seguente modo:

- Indennità di rischio, disagio erogata per i giorni di effettiva presenza;
- Distribuzione del fondo al fine di incentivare il personale sulla performance individuale rispetto alle prestazioni rese per il perseguimento degli obiettivi posti dall'Amministrazione con l'approvazione del PEG (Delibera G.C. n. 42 del 25 marzo 2017). Le risorse destinate alla produttività di cui all'art. 17 comma 2 lett. a) del CCNL 01/04/1999 saranno distribuite attraverso l'applicazione del sistema di valutazione vigente nell'Ente al fine di attribuire il salario accessorio in modo meritocratico e selettivo.

▪ Rischio e Disagio:

Le indennità di rischio e disagio vengono riconosciute al personale appartenente alle categorie A e B che, nell'espletamento della propria attività, operano in condizioni che comportano continua e diretta esposizione a rischi pregiudizievoli per la salute e per l'integrità personale, ovvero per compensare l'esercizio di attività svolte in condizioni particolarmente disagiate.

A titolo esemplificativo si riportano le seguenti casistiche presenti:

- esposizione a rischi di precipitazione, urto, trazione estensione etc.
- esposizioni a situazioni di disagio connesse all'utilizzo di strumenti, attrezzature, apparecchiature di utilizzo disagiata (es.: martelli pneumatici, strumenti a vibrazione a spinta, percussione etc)
- esposizione a situazioni di disagio connesse all'esercizio di funzioni che presentano, per la tipologia e natura, oggettivi elementi di particolare onerosità, per l'ambiente di svolgimento, costrizione delle funzioni, oggetto specifico della prestazione (necrofori, operai che operano in fogne e cunicoli, pulitori di canne fumarie, operatrici SAD, etc)

cup

AB

cup

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Beneficiari: personale operaio, operatrice ASA

Il valore dell'indennità di disagio è pari a € 30,00 mensili per il dipendente con qualifica messo/necroforo; l'indennità di rischio è confermata in € 15,00 per l'assistente domiciliare part-time. L'indennità viene erogata mensilmente su una presenza effettiva in servizio

Art 36 comma 2:

Compensare le specifiche responsabilità di cui alla lettera j) ex art. 17 comma 2 CCNL 01/04/1999 per compensare le funzioni derivanti dalle qualifiche di ufficiale di stato civile, anagrafe ed ufficiale elettorale, per la quota massima individuale di € 300,00 ed € 300,00 per il messo notificatore.

FONDI ART. 17 COMMA 2 LETT. g) CCNL 01/04/1999:

a. Fondo ex art. 113 d. lgs 50/2016

Le risorse definite come in allegato e in relazione all'attività di programmazione realizzata ed hanno comunque una destinazione vincolata. La ripartizione avverrà secondo i criteri attualmente in vigore e già concertati.

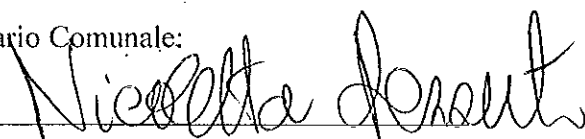
La quota residua, relativa all'anno 2017, sarà utilizzata per compensare il miglioramento dei servizi e per il raggiungimento dei risultati conseguiti dai dipendenti delle rispettive aree, secondo quanto previsto dal Regolamento sul sistema di misurazione e valutazione della performance.

Venegono Inferiore, 31 ottobre 2017

Per la delegazione trattante di parte pubblica

Presidente Segretario Comunale:

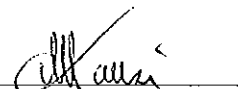
Nicoletta Pezzuti



OO.SS

FP CGIL Varese

Manzi Andreina



CISL FP dei Laghi

Palermo Mirella



RSU

Elisa Catella



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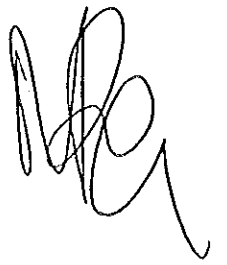
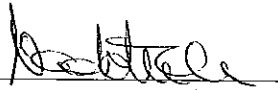
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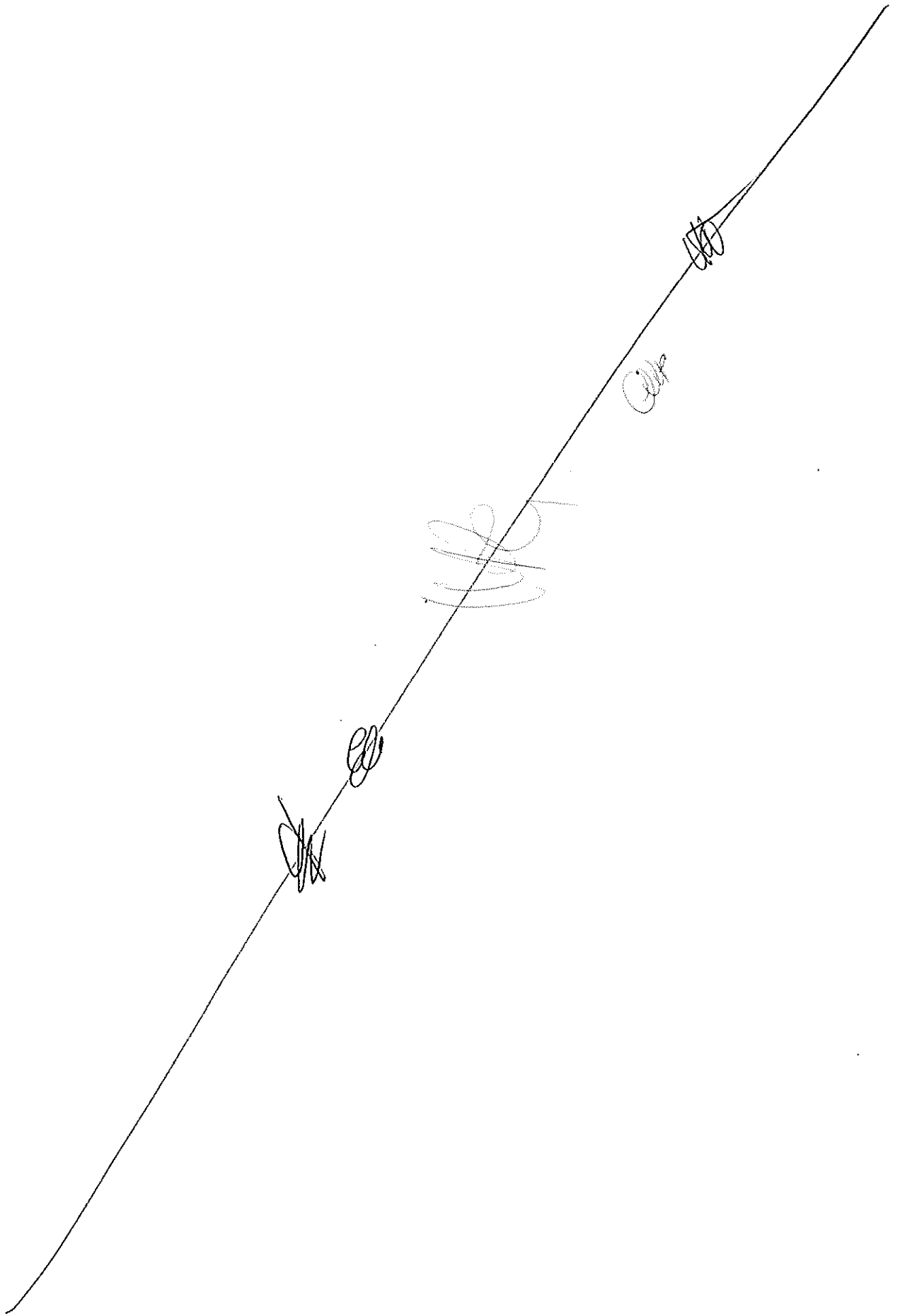
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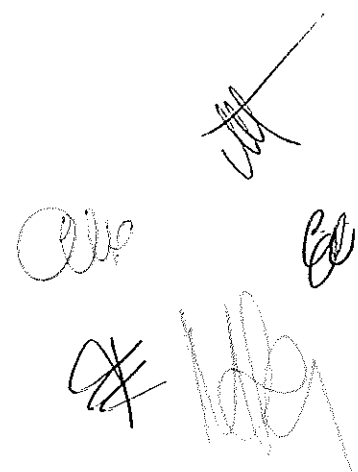
Nicoletta Erba





**Costituzione Fondo risorse contrattazione integrativa
dal 2016 in poi**

DESCRIZIONE	2016	2017
Risorse stabili		
UNICO IMPORTO CONSOLIDATO ANNO 2003 - (ART. 31 C.2 CCNL 2002-05)		
INCREMENTI CCNL 2002-05 - (ART. 32 CC. 1,2,7)	38.425	38.425
INCREMENTI CCNL 2004-05 - (ART. 4 CC. 1,4,5 PARTE FISSA)	5.912	5.912
INCREMENTI CCNL 2005-09 - (ART. 6 CC. 2,5,6,7 PARTE FISSA)	2.954	2.954
RISPARMI EX ART. 2 C. 3 D.LGS 165/2001	3.738	3.738
R.DETERMINAZIONE PER INCREMENTO STIPENDIO - (DICHIARAZIONE CONGIUNTA N.14 CCNL 2002-05 - N.1 CCNL 2003-09)		
INCREMENTO PER RIDUZIONE STABILE STRAORDINARIO - (ART. 14 C.1 CCNL 1998-2001)		
INCREMENTO PER PROCESSI DECENTRAMENTO E TRASFERIMENTO FUNZIONI - (ART. 15, C.1, lett. I), CCNL 1998-2001)		
INCREMENTO PER RIORGANIZZAZIONI CON AUMENTO DOTAZIONE ORGANICA - (ART. 15, C.5, CCNL 1998-2001 PARTE FISSA)		
RTA E ASSEGNI AD PERSONAM PERSONALE CESSATO - (ART. 4, C.2, CCNL 2002-05) - DAL 2011	327	327
REDUZIONI FONDO PER PERSONALE ATA, POSIZIONI ORGANIZZATIVE, PROCESSI ESTERNALIZZAZIONE (con segno meno)		
CONSOLIDAMENTO DECURTAZIONE ANNI 2011-2014 E DAL 2015 IN POI	4.448	4.448
TOTALE RISORSE STABILI	46.906,00	46.906,00
Risorse variabili soggette al limite		
SPONSORIZZAZIONI, ACCORDI COLLABORAZIONE, ECC. - (ART. 42, L. 449/1997, ART. 15, C.1, lett. D), CCNL 1998-2001)	-	-
RECUPERO EVASIONE ICI - (ART. 4, C.3, CCNL 2002-2005); ART. 3, C. 57, L.662/1996, ART. 69, C.1, lett. P), D LGS 445/1997)	658	-
SPECIFICHE DISPOSIZIONI DI LEGGE - (ART. 15, C.1, lett. K) CCNL 1998-01)		
INTEGRAZIONE FONDO CCIAA IN EQUILIBRIO FINANZIARIO - (ART. 15, C.1, lett. H), CCNL 1998-2001)		
NUOVI SERVIZI E RIORGANIZZAZIONI SENZA AUMENTO DOTAZIONE ORGANICA - (ART. 15, C.5, CCNL 1998-2001 PARTE VARIABILE)		
INTEGRAZIONE 1,2% - (ART. 15, C.2, CCNL 1998-2001)		
MESSI NOTIFICATORI - (ART. 54, CCNL 14/9/2000)		
COMPENSI PROFESSIONALI LEGALI IN RELAZIONE A SENTENZE FAVOREVOLI - (ART. 27, CCNL 14/9/2000)		
DECURTAZIONI DEL FONDO - PARTE VARIABILE		
Totale Risorse variabili soggette al limite	658	-
Risorse variabili NON soggette al limite		
ECONOM. E FONDO ANNO PRECEDENTE - (ART. 17, C.5, CCNL 1998-2001)	392	101
ECONOM. E FONDO STRAORDINARIO CONFLUITE - (ART. 14, C.4, CCNL 1998-2001)	2.871	445
QUOTE PER LA PROGRAMMAZIONE - (ART. 15 comma 1 lett. K, CCNL 1998-2001 e art. 113/D, Lega, 50/2015)	5.950	5.950
COMPENSI PROFESSIONALI LEGALI IN RELAZIONE A SENTENZE FAVOREVOLI - (ART. 27, CCNL 14/9/2000)		
SPONSORIZZAZIONI, ACCORDI DI COLLABORAZIONI, COMPENSI ISTAT, ECC. - (ART. 43, L. 449/1997; ART. 15, C.1, lett. D), CCNL 1998-2001)		
RISORSE PIANI RAZIONALIZZAZIONE E RIQUALIFICAZIONE SPESA - (ART. 15, COMMA 1, LETT. K), ART. 16, COMMA 4 E 5, DL 95/2011)		
Totale Risorse variabili NON soggette al limite	9.213	6.496
TOTALE RISORSE VARIABILI	9.871	6.496
TOTALE	56.777	53.402



TOTALE DEPURATO DELLE VOCI NON SOGGETTE AL VINCOLO
 "FONDO" POSIZIONI ORGANIZZATIVE FINANZIATO DA BILANCIO IN ENTI SENZA LA DIRIGENZA
 TOTALE DEPURATO DELLE VOCI NON SOGGETTE AL VINCOLO

47.564	46.906
47.564	46.906

Calcolo delle riduzioni previste

Decorazione per effetto della riduzione di personale (unità):

PERSONALE A INIZIO ANNO (al 1 gennaio)
 PERSONALE A FINE ANNO (al 31 dicembre)
 PERSONALE DELL'ANNO CON METODO DELLA SEM-SOMMA
 PERCENTUALE DI RIDUZIONE DEL LIMITE

22	
22	
22,00	

RIDUZIONE DA APPORTARE AL FONDO

46.906
-
46.906

IPOTESI DESTINAZIONE FONDI RISORSE DECENTRATE 2017

Indennità comparto a carico del fondo	€ 9.901,97
Passaggi orizzontali	€ 30.817,00
PROGRESSIONI ORIZZONTALI DAL 1/12/2016	€ 1.315,00
Indennità educat.	€ 465,00
Indennità art.17 lett. i) CCNL 1/04/1999.anagrafe: € 300,00 annui x 2 unità	€ 600,00
Indennità Messo	€ 300,00
Incentivo Decreto Legislativo 50/2016	€ 5.950,00
Disagio € 30,00 mensili messo/necroforo	€ 360,00
Disagio € 15,00 mensili Assist.domic.partime	€ 180,00
da assegnare con pagelle obiettivi	€ 3.513,03
TOTALE FONDO 2017	€ 53.402,00

