

City's Package Proposal #8

January 22, 2025

The following summary represents the City's comprehensive Package Proposal. The following terms represent a set of compromises intended as the basis for a total tentative agreement. Any proposals not specifically identified herein are rejected.

1. **Duration** (3-year term)

This Memorandum of Agreement shall become effective upon ratification by both parties hereto and remain in effect through December 31, 2027.

2. **Wages**

Replace Appendix A (Compensation) with the following:

- a) **General Salary Increase:** Effective the first full pay period following the later of January 1, 2025 or the adoption of the MOA, the salary ranges of all represented classifications will be increased by **four percent (4.0%)**.
- b) **Market Adjustment:** Effective the first full pay period following the later of January 1, 2025 or the adoption of the MOA, the salary ranges of all represented classifications will be increased in an amount sufficient to bring them to the top quartile (75th percentile) of the labor market after application of the General Salary Increase as determined by the City's market study (PEPRA).
- c) **General Salary Increase:** Effective the first full pay period following the later of January 1, 2026, or the adoption of the MOA, salary ranges of all represented classifications will be increased by **three percent (3.0%)**.
- d) **General Salary Increase:** Effective the first full pay period following the later of January 1, 2027, or the adoption of the MOA, salary ranges of all represented classifications will be increased by **three percent (3.0%)**.

3. **Health and Flexible Compensation** (Art XIV, Sec. 1)

- 2025 Plan Year
 - Flexible Compensation: Effective the first full pay period following City Council Adoption, and in addition to an increase to the City contribution towards medical premiums, each represented classification will have their base pay increased by one-thousand, two hundred dollars (\$1200) per year (\$100 per month).
 - Effective the first month following City Council adoption, the City will increase its maximum contribution by four percent (4.0%).
- Flexible Compensation: Effective the first full pay period following January 1, 2026, the **City will increase its maximum contribution by four percent (4.0%)**.

- Effective January 1, 2027, the City will increase its maximum contribution by four percent (4.0%).

4. Probation (Art. VI, Sec. 1)

City would drop as part of this package proposal

5. Personnel Files (Art. VI, Sec. 3)

City would drop as part of this package proposal.

6. Class Changes (Art. VII, Sec. 4)

City 12/4/24 Proposal.

7. Reclassification Requests (Art. VII, Sec. 5)

City 12/4/24 Proposal.

8. Holidays (Art. X)

City would drop as part of this package proposal.

9. Job Families

City 12/4/24 Proposal.

10. Protective Safety Glasses (Art IX, Sec. NEW)

City 11/25/24 Proposal.

11. Appendix A

OK to continue current language on standby with updates to remaining language.

12. Cleanup

City 11/17/24 Proposal.

Agree to SEIU 11/17/24 proposal to change Roman Numerals to Arabic.

All Existing TA's

- Art. III Union Membership (11-6-24)
- Art. VI, Sec. 4 Release of Info (11-6-24)
- Art. VI, Sec. 5 Promotional Opportunities (11-25-24)
- Art. VII, Sec. 6 Lead and Senior Pay (11-25-24)
- Art. VII, Sec. 8 Direct Deposit (11-25-24)
- Art. VIII, Sec. 7 Standby and Call-Out pay
- Art. VIII, Sec. 1 Workweek (11-25-24)
- Art. VIII, Sec. 2 Compensatory Time Off (12-05-24)
- Art VIII, Sec. 2 Overtime Work: Rest Periods 12-16-25
- Art VIII, Sec. 9 Bilingual (12-05-24)

- Art. IX Certifications (12-16-24)
- Art. XI Vacation (cleanup) (12-16-24)
- Art. XII, Sec. 2 Bereavement Leave (9-12-24)
- Art. XII, Sec 1 Sick Leave (12-16-24)
- Art. XIV. Sec. 5 LTD (11-6-24)
- Art. XIX Grievance Procedure (11-25-24)
- Art. XXV Professional Development (11-6-24)
- Art. XXVII Reopener on Apprenticeship Programs (12/5/24)