

CBA June 24 City Proposal Packet

The City responds on each open contract article with the priority being base pay.

- The City withdraws four (4) of its proposals.
- For seven (7) of the City's responses, we propose keeping the current contract language as-is.

Proposes Current and Withdraws - Article 3 Management Rights: The City withdraws its proposal, and proposes current contract language similar to Union.

Article 6 Union Activity: The City rejects Union's 4/11 proposal reasserts the City's 3/29 Proposal.

Proposes Current - Article 12 Labor Management Relations: The City rejects Union's 4/11 Proposal and proposes current contract language.

Article 13 Wages: The City proposes new 6/24 Proposal for a total of a 17.5% increase across-the-board over 3 years, reflected in Fiscal Year 2025 as an across-the-board 7% increase in addition to the reallocation of \$2,400 from pays historically captured in Article 20 and Article 22; in Fiscal Year 2026 as an across-the-board 4% increase; and in Fiscal Year 2027 as an across-the-board 3.5% increase.

Article 14 Overtime: The City reasserts its 5/3 proposal.

Proposes Current - Article 15 Hours: The City rejects Union's 4/11 proposal and proposes current contract language.

Article 17 Vacations: The City proposes new 6/24 proposal.

Proposes Current - Article 18 Holidays: The City rejects 4/11 Union Proposal and proposes current contract language.

Article 20 Uniform Items and Personal Protection Equipment: The City reasserts its 4/19 Proposal.

Article 22 Incentive Pay: The City proposes new 6/24 Proposal.

Article 23 Sick Leave: The City proposes new 6/24 Proposal.

Article 25 Health Benefits: The City proposes a new proposal 6/24.

Article 27: Miscellaneous: The City reasserts its 5/1 proposal (erroneously dated 5/3 in the header at the top of the page).

Proposes Current - Article 28: Employee Fitness: The City rejects Union's 4/19 Proposal and proposes current contract language.

Article 29 Drugs and Alcohol: The City proposes new 6/24 Proposal.

Proposes Current and **Withdraws** - Article 30 Grievance Procedures: The City withdraws its proposal and proposes current contract language.

Proposes Current and **Withdraws** - New Article Discipline: The City withdraws its proposal and proposes current contract language.

Article 32 Promotions: The City reasserts its 4/11 Proposal.

Article 33 Fire Fighter Trainee and Fire Fighter Probation: The City reasserts its 3/29 Proposal.

Withdraws - Article 38 Duration of Agreement: The City withdraws its 5-year proposal at this time.