

SAPFFA's August 23, 2024 Comprehensive Proposal #3

Article 23 – Sick Leave. Agree to revised language on Section 4(b) sick check language as discussed in session. Language tbd.

Article 29 - Drug Testing. Union agrees to City's 8/23 proposal.

Article 32 - Promotions. Union agrees to City's 8/23 proposal, except Section 9(C).

Article 6 and 17 - Union Leave. Union maintains its proposal to increase from 3 to 6 leave hours per year in parity with Police CBA.

Article 13 - Wages. 23% over 3. Oct 1, 2024 – 9%, Oct 1, 2025 – 7%, Oct 1, 2026 – 7%.

Article 25 – Health Benefits. Union agrees to City's 6/24 proposal and withdraws its proposal to amend Article 25 (City costed proposal at \$4.687M over 3 years.)

Article 38 - Duration. Tentative agreement on 3-year term with 5-year evergreen.

