

## All Contracts

| Item | Description                             | Explanation, if necessary                                                                                                                                                                                                                                                      |
|------|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1    | Term – one year 01/01/2020 – 12/31/2020 |                                                                                                                                                                                                                                                                                |
| 2    | Wages - 3% increase                     | The Council granted non-union staff were granted a 3% wage increase for 2020 in December of 2019. This increase keeps union and non-union wages comparable in accordance with past practice. Wage increases take effect retroactively to 1/6/2020 - consistent with non-union. |

## Public Works - Teamsters

| Item | Description                                                                                                  | Explanation, if necessary                                                                                   |
|------|--------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| 3    | Removal of 'Mechanic Apprentice' from Article 2.1                                                            | This position no longer exists                                                                              |
| 4    | Language changes to Article 3.10 – Seasonal & Temporary                                                      | To clarify and align with state law                                                                         |
| 5    | Removal of previous Article 15.5 – which discussed an unpaid suspension prior to discharge                   | Unnecessary remnant from prior contracts                                                                    |
| 6    | Increase to annual boot allowance from \$175 to \$200                                                        |                                                                                                             |
| 7    | Remove language requiring waiting period for new employees to receive boot allowance                         | Allows employees to receive boot allowance immediately upon hire to ensure compliance with safety practices |
| 8    | Remove 'Lead Maintenance Operator" from pay schedule                                                         | Position no longer exists - modified to non-union foreman                                                   |
| 9    | Changes to Health Care Savings Plan Contribution Schedules                                                   | Cost savings to the city (minimal), decreases employer payroll taxes; does not increase total compensation  |
| 10   | Modified all gender pronouns to make them neutral                                                            | Align with best practices                                                                                   |
| 11   | Corrected numbering, deleted roman numerals and changed heading terms (i.e. section/article) for consistency | Clerical                                                                                                    |

**Police Patrol - LELS**

| <b>Item</b> | <b>Description</b>                                                                                                              | <b>Explanation, if necessary</b>                                                                                                                |
|-------------|---------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| 12          | Article 22.1 Longevity: employees may make a one-time switch from longevity to incentive pay                                    | Allows employees to transition to performance pay from longevity in keeping with the city's long term goal to have all on performance based pay |
| 13          | Article 24.2 under vacations; language was added to clarify 'completed' years of service for purposes of defining accumulations | Clerical, no impact on current practice                                                                                                         |
| 14          | Article 30 Field Training Officers: increased to minimum 2 hours of pay for each shift worked as FTO                            |                                                                                                                                                 |
| 15          | Language in Appendix A related to SRO assignment and pay clarified                                                              | Clarifies SRO assignment pay is for the school year worked as SRO, not the calendar year                                                        |
| 16          | Language added in Appendix B to define what the current practice has been for changing incentive pay amounts                    | Clerical, no impact on current practice                                                                                                         |

**Police Patrol AND Sergeants - LELS**

| <b>Item</b> | <b>Description</b>                                                                                     | <b>Explanation, if necessary</b>                                      |
|-------------|--------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| 16          | Increase to annual uniform allowance from \$900 to \$925                                               |                                                                       |
| 17          | Performance Pay, Education and Training, Continuing Education +\$10/mo                                 |                                                                       |
| 18          | Performance Pay, Community Service +\$5/mo                                                             |                                                                       |
| 19          | Performance Pay, Fitness; Cardio, Core and Upper Body, 80th Percentile Category +\$5/mo each           | No increase to 50th Percentile performance pay for fitness categories |
| 20          | Added NEW Performance Pay; Fitness, Cardio, Core and Upper Body 90th Percentile category +\$20/mo each | New category above 80%                                                |
| 21          | 2000 meter row added as acceptable standard for cardio                                                 |                                                                       |