



Summary of Contract Changes:

Performance Evaluations: Two are now required during probation – 1st near the mid-point of probation, 2nd evaluation approximately 1 month before end of probation. And, for permanent employees, one shall be done every fiscal year!

Contracting-Out: The City must notify Local 17 of all contracting-out, even when it doesn't result in a lay-off; Local 17 may request quarterly meetings to discuss contracting-out and may demand to bargain if contracting-out results in lay-off.

Uniform Allowance: Significant increase from \$100 per calendar year to \$200 per calendar year, and from \$150 to \$250 per calendar year if Local 17 member doesn't use in previous year!

Market Wage Study (Classification Compensation Study) – City will begin in fiscal year 2019/20, and compensation will be bargained in successor (next) contract.

Personal Holidays: Local 17 members shall receive after 30 days of service, instead of after 6 months!

Holiday Pay: Local 17 members will now receive Hour for Hour holiday pay! Holiday pay use to be defined as 8 hours. Even if you worked a 10-hour day you only got 8 hours of holiday pay.

Deferred Holidays: Now, Local 17 members can carry-over 5 deferred holidays to the first pay-period in January. It use to be that members could only carry over 2.

Work Shifts: To ease confusion, Local 17 agreed to eliminate variable work schedule as an option. The two options available are standard and alternate.

Meal Periods: A Local 17 member required to work more than 2 hours before their shift is also entitled to a paid meal period of 1/2 hour.



Holiday Pay Eligibility: Eligibility will now also include –

1) if “the employee had a leave of absence as allowed by contract day prior or following the holiday.”

2) part-time and job-share employees may also use comp time for, leave without pay instead of vacation, or choose to work later in the same week, the difference in holiday pay.

Essential Employees Deferred Holiday: Local 17 members will receive a deferred holiday equal to regular scheduled hours, if an essential employee and reported to work during weather or natural disaster when the City is closed for business.

Attendance Incentive: Significant increase in percentage of sick leave available to convert to vacation leave -- from 15% to 25%!

Dependent Care: Significant increase in the number of hours of sick leave Local 17 members can use to care for dependents from 5 days to 104 hours!

Probation employees & sick leave: Local 17 probation members can now use sick leave after only 30 days of employment instead of after 90!

Vacation Leave: A Work Group with Local 17, other unions, and the City will study vacation leave and create an agreed proposal for City Council to make vacation leave accrual changes through City ordinance.

Shift Differential: If a Local 17 members requests a start time prior to 6:00 a.m. and the Bureau agrees, then the member will not be eligible for shift premium wages.

Grievances: Improved procedure! An Informal Step is added to resolve at lowest level with immediate supervisor. Step 1 grievances now go to the Bureau Director instead of the immediate supervisor, and Step 2 grievances now go to the BHR Director instead of the Bureau Director.



Professional Development Fund: Huge increase from \$150,000 to \$225,000 per fiscal year!

Selective Wage Increases:

Planner Series:

- Associate Planner: 10%
- City Planner I : 10%
- City Planner II: 15%
- Sr. City Planner: 7.5%

Healthcare Plan – Changes

- Current 95/5 premium split maintained if you (only you, not dependents) receive a preventative exam every two years.
- 90/10 premium split if you do not receive a preventative exam.
- High Deductible Health Plan – pay amount determined by LMBC out-of-pocket to receive 100/0 on vision and medical, and 95/5 on dental. The LMBC voted \$4,000 individual/\$8,000 family.