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**2017 IBEW NEGOTIATIONS
PACKAGE PROPOSAL A**

TERM

- July 1, 2017 – June 30, 2018

PAY

- Effective the first pay period after approval by City Council and ratification by IBEW, all salary ranges for employees holding positions in classifications assigned to the IBEW shall be increased by approximately 3%.
- Callback and Standby Pay (As Proposed on May 17, 2017)

RETIREMENT

- Administrative Costs (As Proposed May 17, 2017)

PERFORMANCE EVALUATION

- Performance Appraisal Language (As Proposed May 17, 2017)

UNCLASSIFIED TEMPORARY ELECTRICIANS AGREEMENT

- Unclassified Temporary Electricians Agreement (See Attached)

PAY FOR PERFORMANCE

- Pay for Performance (As Proposed May 17, 2017)

HOUSEKEEPING

- Housekeeping (As Proposed May 17, 2017)

REST PERIODS

- Rest Periods (City Counterproposal to Union Proposal on May 24, 2017)

REOPENERS AND TENTATIVE AGREEMENTS

- City Medical Benefits Reopener
- Union Release Time
- Layoff

**This package proposal is submitted in an attempt to reach a settlement. In the event the package proposal is not accepted in its entirety, the City reserves the right to modify, amend and/or add proposals.*

CITY PROPOSAL - UNCLASSIFIED TEMPORARY ELECTRICIANS AGREEMENT

Removal of the maximum time limit that an unclassified temporary electrician may work in this classification.