

Union → City
2.24.2020

TERM

January 1, 2020 – June 30, 2023

To include same language as in current OE#3 MOU.

WAGES

Fiscal Year 2019-2020

- In acknowledgment that employees represented by POPRA have not received any wage increase in Fiscal Year 2019-2020, employees represented by POPRA shall receive a 5% ongoing non-pensionable compensation increase effective the first full pay period after this Tentative Agreement is approved by the City Council and ratified by union members. Effective the first full pay period after this Tentative Agreement is approved by the City Council and ratified by union members, all employees holding positions in classifications assigned to POPRA shall receive an approximate 5% ongoing non-pensionable compensation increase.
- 3.75% Crisis Intervention Training premium pay effective Fiscal Year 2019-2020. Effective the first full pay period after this tentative agreement is approved by the City Council and ratified by union members, the Crisis Intervention Training ongoing premium pay of approximately 3.75% shall be paid to eligible members. Employees who sign-up or have completed the Crisis Intervention Training by the time this tentative agreement has been approved by City Council and ratified by union members will be eligible to receive the Crisis Intervention Training ongoing premium pay. This pay is non-pensionable.

Fiscal Year 2020-2021

- 3% general wage increase effective six months after receiving a compensation increase for Fiscal Year 2019-2020. Effective six months after receiving a compensation increase for Fiscal Year 2019-2020, all salary ranges for employees holding positions in classifications assigned to POPRA shall be increased by approximately 3%.

Fiscal Year 2021-2022

- 3% general wage increase effective Fiscal Year 2021-2022. Effective the first full pay period of Fiscal Year 2021-2022, all salary ranges for employees holding positions in classifications assigned to POPRA shall be increased by approximately 3%.

Fiscal Year 2022-2023

- 3% general wage increase effective Fiscal Year 2022-2023. Effective the first full pay period of Fiscal Year 2022-2023, all salary ranges for employees holding positions in classifications assigned to POPRA shall be increased by approximately 3%.

HIRING INCENTIVE AND REFERRAL BONUS

- Hiring Incentive and Referral Bonus (As Proposed by City on January 22, 2020)

HOURS OF WORK AND OVERTIME

- Hours of Work and Overtime (As Proposed by City on February 19, 2020)

WITNESS LEAVE

- Witness Leave (As Proposed by City on February 19, 2020)

SHIFT DIFFERENTIAL

- Shift Differential (As Proposed by City on November 12, 2019)

UNIFORM ALLOWANCE, SAFETY EQUIPMENT AND PROTECTIVE PRESCRIPTION SAFETY GLASSES

- Uniform Allowance, Safety Equipment and Protective Prescription Safety Glasses (As Proposed by City on December 4, 2019)

TENTATIVE AGREEMENTS

- Recognition – Tentative Agreement Reached September 30, 2019
- Purpose – Tentative Agreement Reached September 30, 2019
- Definitions – Tentative Agreement Reached September 30, 2019
- Dues Deduction – Tentative Agreement Reached September 30, 2019
- Full Understanding, Modification and Waiver – Tentative Agreement Reached September 30, 2019
- Safety – Tentative Agreement Reached September 30, 2019
- Layoff – Tentative Agreement Reached September 30, 2019
- Maintenance of Membership – Tentative Agreement Reached September 30, 2019
- Bereavement Leave – Tentative Agreement Reached September 30, 2019
- Authorized Representatives – Tentative Agreement Reached September 30, 2019
- Separability – Tentative Agreement Reached September 30, 2019
- Time Donation Programs – Tentative Agreement Reached September 30, 2019
- Working in a Higher Classification – Tentative Agreement Reached October 30, 2019
- Life Insurance – Tentative Agreement Reached October 30, 2019
- Full Faith and Credit – Tentative Agreement Reached October 30, 2019
- Leaves of Absence – Tentative Agreement Reached October 30, 2019
- Sick Leave – Tentative Agreement Reached October 30, 2019
- Disability Leave – Tentative Agreement Reached October 30, 2019
- Substance Abuse Treatment Program – Tentative Agreement Reached October 30, 2019
- Annual and Special Performance Evaluation – Tentative Agreement Reached October 30, 2019
- New Employee Orientation – Tentative Agreement Reached November 6, 2019
- Tuition Reimbursement – Tentative Agreement Reached November 12, 2019
- Call Back Pay – Tentative Agreement Reached November 12, 2019
- Standby Pay – Tentative Agreement Reached November 12, 2019
- Bulletin Boards – Tentative Agreement Reached November 12, 2019
- Jury Duty – Tentative Agreement Reached December 10, 2019
- Probationary Period Extension – Tentative Agreement Reached December 10, 2019
- Grievance Procedure – Tentative Agreement Reached December 10, 2019
- Health and Dental in Lieu – Tentative Agreement Reached December 10, 2019
- Bilingual Pay – Tentative Agreement Reached December 10, 2019

- Alternate Work Schedule – Tentative Agreement Reached December 10, 2019
- Employee Commute Benefit Program – Tentative Agreement Reached December 10, 2019
- Employee Assistance Referral – Tentative Agreement Reached January 8, 2020
- Discipline – Tentative Agreement Reached January 8, 2020
- Retirement – Tentative Agreement Reached January 8, 2020
- Vacation and Personal Leave – Tentative Agreement Reached January 8, 2020
- Holidays – Tentative Agreement Reached January 8, 2020
- Management Rights – Tentative Agreement Reached January 8, 2020
- Labor Management Committee – Tentative Agreement Reached January 8, 2020
- Health and Dental Insurance – Tentative Agreement Reached January 8, 2020

REOPENER

- City Healthcare Program (As proposed by City on January 8, 2020)

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 union reserves the right to modify, amend and/or add proposals.