

**2023 MEF NEGOTIATIONS**  
**CITY'S INITIAL LIST OF NEGOTIATION INTERESTS & ISSUES**

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*The City wishes to raise the following issues to the extent that they are mandatory subjects of bargaining. The City reserves the right to modify, amend and/or add issues to raise during bargaining to the extent that such issues are mandatory subjects of bargaining.*

**TERM**

- Term of Agreement
- Period of Memorandum of Agreement

**CLASSIFICATION SPECIFICATIONS**

- Classification Specification Revisions/Updates

**WAGES AND SPECIAL PAY**

- Wages
- Special Salary Adjustments Prioritizing Areas with Recruitment & Retention Issues
- Premium Pays
- Bilingual Pay
- Working in a Higher Classification

**HOURS OF WORK AND OVERTIME**

- Overtime
- Part-Time Employees

**RETIREMENT**

- Administrative Costs

**BENEFITS**

- Legal Service
- Paid Parental Leave

**HOLIDAYS**

- Holidays
- Library Holiday Schedules

**DISCIPLINARY ACTION**

- Discipline Appeals

**GRIEVANCE PROCEDURE**

- Grievance Procedure

**PERFORMANCE APPRAISALS**

- Annual Step Increases
- Appeals

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**SHIFT BIDDING**

- Animal Services

**CSO Duties**

- Expansion of Duties for Community Service Officer series

**LAYOFF**

- Layoffs & Bumping, and Layoff Reinstatement List

**OTHER**

- Housekeeping (e.g., revise outdated language and correct typographical errors)
- Other Operational Issues