

189154

TA: PPCOA	Date: 6/21/18
TA: City	Date: 6/21/18

PPCOA BARGAINING 6/19/2018

CITY PACKAGE PROPOSAL

- 2-year Agreement (Year 1 -2018-2019)- (Year 2- 2019-2020)
(Article 41 Termination and Duration)
- Standard COLA Language 1-5% ea. year of the contract (Art. 32 Salary)

YEAR ONE 3.6% COLA increase

YEAR TWO (July 1, 2019 to June 30, 2020). Effective July 1, 2019, Salary "A" wage rates for the period July 1, 2019 to June 30, 2020 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd half 2017 and the 2nd half 2018) for the West Region, Size A index, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than one percent (1%) or greater than five percent (5%).

- Shift wage scale forward eliminating current entry step and add a new 4% top step (Schedule A)
 - See new wage scale below
 - On 7/1/2018 All members will move to the new scale.
- Additional Clothing Allowance increase by \$310.00 (Article 21 Clothing Equipment Allowance)
- Maintain Professional Development Fund at 30k per year, but no rollover (Article 26 Professional Development)
- Elimination of Physical Fitness Premium of 1% (Article 32.5 Physical Fitness)
- Update Article 15 Health and Welfare to reflect the LMBC participation and update the Preventative Care Initiative.

The follow CBA Articles will maintain "Current Contract Language"

- Article 1 Recognition
- Article 2 Job Protection for Employees/ Management Rights
- Article 3 Employment Relations
- Article 4 Service Improvement
- Article 5 Dues Deductions
- Article 6 No Discrimination

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- Article 7 Association Rights
- Article 8 Liability
- Article 9 Military Service Leave
- Article 10 Leaves of Absence
- Article 11 Educational Leave
- Article 12 Death Leave
- Article 13 Family Leave
- Article 14 Sick Leave *Housekeeping Item*
- Article 16 Continuation of City – Paid Health and Welfare Benefits to Officers who are injured on the job who have an occupational illness or injury
- Article 17 Vacation *Housekeeping Item*
- Article 18 Jury Duty
- Article 19 Holiday Compensation
- Article 20 Seniority and Layoff
- Article 22 Mileage Reimbursement
- Article 23 Off Hours Emergency Response Equipment
- Article 24 Emergency Provision
- Article 25 Liability Insurance
- Article 27 Commanding Officer Evaluation – *Replace current language with MOU*
- Article 28 Regulation of Outside Employment
- Article 29 Employment Rights
- Article 30 Disciplinary Action
- Article 31 Grievance Procedure
- Article 33 Executive Leave *Housekeeping* adjust language to match HRAR 8.03
- Article 34 Deferred Compensation Program
- Article 35 Voluntary Employee Beneficiary Association (VEBA)
- Article 36 Safety Committee
- Article 37 Legal Fees
- Article 38 Alternative Shift Schedule
- Article 39 Emergency Event Compensation
- Article 40 Saving Clause

	Entry	Year 1	Top Step
Current	\$116,688	\$121,950	\$126,838
Proposed	\$121,950	\$126,838	\$131,912