

Summary of Changes Made to the OPEIU - Professional CBA

Item #	Article and Section	Topic	Change Made	Effective Date
1	Art. 10, Sec. 4	Annual Increases – One Year Agreement	<p>The pay scale minimum and maximum rates will be increased by 2.0%, effective October 1, 2021.</p> <p>The wage rate for bargaining unit members will increase by 2.0%, but not to exceed the maximum of the pay range, effective October 1, 2021. Bargaining unit members who would exceed the maximum rate for their pay grade will receive a one-time lump sum payment equal to a 2.0% increase, not to be added to their base salary.</p> <p>Effective the first full pay period of July 2022, bargaining unit members who have received at least a satisfactory performance rating in their last performance review will have their base pay increased by 2.5%, not to exceed the maximum of the pay range. Any amount of the merit increase which would increase the member's wage rate beyond the maximum of the pay range will be paid as a one-time lump sum payment not added to the base wage.</p>	10/1/21
2	Art. 10, Sec. 5	Incentive Pay	The parties have agreed to establish a Certification Review Committee to review and evaluate any proposed certifications for their potential inclusion on the list for the successor agreement. The Certification Review Committee will produce a recommendation report to the City and Union before the commencement of successor negotiations which will recommend certain certifications for inclusion on the list, including assigning a corresponding monetary value.	Upon Ratification
3	Art. 10, Sec. 12	Reimbursable/Payable Certification Licensing Fees	Housekeeping issue: Correct spelling of the word “reimbursable.”	Upon Ratification
4	Art. 10, Sec. 15	Duration	Article is in effect for one year, expiring September 30, 2022.	Upon Ratification
5	Art. 11, Sec. 2	Health Insurance Fund Contributions and Co-Payments	<p>For the Traditional Plan employees will pay 11% for single coverage and 18.5% for all other tiers (status quo).</p> <p>For the Basic Plan employees will pay 8% for single coverage and 16% for all other tiers (status quo).</p>	Upon Ratification
6	Art. 11, Sec. 6	Duration	Article is in effect for one year, expiring September 30, 2022.	Upon Ratification
7	Art. 16, Sec. 1	Retirement Plan	Increased City’s contribution to 11.7%, effective the first full pay period of August 2022.	First full pay period of August 2022

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8	Art. 16, Sec. 2	Retirement Plan	Increased Employee's contribution to 2%, effective the first full pay period of August 2022.	First full pay period of August 2022
9	Art. 27	Term of Agreement	Duration of the contract is for 1 year, 10/1/21 through 9/30/22.	Upon Ratification