

Summary of Changes Made to the FOPE CBA

Item #	Article and Section	Topic	Change Made	Effective Date
1	Art. 10, Sec. 1	Pay and Classification	Language modified to provide the City with the authority to make equitable adjustments to bargaining unit members' salary from time to time. Irrespective of the aforementioned authority of the City to make increases to pay ranges and equitable adjustments to salaries, this shall not be interpreted as a waiver of the Union's right to bargain over the impact of such actions in the event the Union makes an adequate showing of a negotiable impact.	Upon Ratification
2	Art. 10, Sec. 2	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
3	Art. 10, Sec. 4	Educational Incentive and Certification	<p>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.</p> <p>Inclusion of the American Institute of Certified Planners Certification with a corresponding value of 5%.</p> <p>Certification incentive pay shall be limited to no more than 2 payments for 2 certifications per bargaining unit member at any given time, however, the 2</p>	Upon Ratification

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			certification maximum shall not apply to bargaining unit members of the City's Building Department.	
4	Art. 10, Sec. 5	Duration	Wage article expires September 30, 2022.	Upon Ratification
5	Art. 11, Sec. 2	City and Employee Health Contributions	For the Traditional Plan employees will pay 11% for single coverage and 18.5% for all other tiers (status quo). For the Basic Plan employees will pay 8% for single coverage and 16% for all other tiers (status quo).	Upon Ratification
6	Art. 12, Sec. 1	Retirement Plans	City's contribution remains at 11.4% (status quo).	Upon Ratification
7	Art. 12, Sec. 2	Retirement Plans	Parties agreed that employees' contribution shall remain at 1% (status quo).	Upon Ratification
8	Art. 24	Duration	Duration of the contract is for 1 year, 10/1/21 through 9/30/22.	Upon Ratification