

Summary of Changes Made to the FOPE CBA (10/1/25 – 9/30/26)

Item #	Article and Section	Topic	Change Made	Effective Date
1	Art. 2	Dues Deduction	As a result of Senate Bill 256, the City may no longer utilize payroll deductions for Union dues. Language modified to reflect that if Senate Bill 256 is overturned, or found to be unlawful, the language of Article 2 will be reinstated.	10/1/25
2	Art. 8, Sec. 8	Hours of Work and Attendance	Adjustment to shift differential pay: 11pm to 7am shift differential increased to \$1.25 per hour (currently \$0.85/hour); 6pm to 11pm shift differential increased to \$1.00 per hour (currently \$0.60/hour).	10/1/25
3	Art. 10, Sec. 2	Wages and Incentives; Annual Increases	<p><u>Fiscal Year 25/26:</u> The minimum and maximum rates of all pay ranges will be increased by 7%, effective the first full pay period of October 2025.</p> <p>The wage rates will increase by a total of 7%, effective the first full pay period of October 2025. Any amount of the 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>	First full pay period of October 2025
4	Art. 10, Sec. 4	Wages and Incentives; Educational Incentive and Certification	<p>4.E. – Inclusion of clarifying language providing that all certifications for which advanced approval was received must be obtained within a reasonable amount of time. However, approval shall not extend beyond twelve (12) months without the prior written agreement of the bargaining unit member and the City.</p> <p>Probationary employees shall be ineligible to receive certification increases.</p>	10/1/25
5	Art. 10, Sec. 5	Wages and Incentives; Duration	Wage article expires September 30, 2026.	10/1/25
6	Art. 11, Sec. 2	Benefits; City and Employee Health Contributions	<p><u>Fiscal Year 25/26:</u> Traditional and Basic Plan plan design changes implemented.</p> <p>Traditional and Basic Plan medical rates increase 8% overall.</p> <p>Dental and Vision rates remain status quo.</p>	10/1/25
7	Art. 11, Sec. 7	Benefits; Shoe Allowance	Clarification of language providing that the shoe allowance shall be paid out to employees during the first full pay period of the fiscal year.	10/1/25

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8	Art. 13, Sec. 6	Sick Time; Sick Time Payment	Housekeeping: Inclusion of appropriate ratification date.	10/1/25
9	Art. 13, Sec. 8	Sick Time; Donated Sick Time	Housekeeping: Inclusion of language for consistency and clarification that donated sick time may only be used for approved <i>consecutive</i> FMLA qualifying events.	10/1/25
10	Art. 17, Sec. 4	Safety; Drugs and Controlled Substances – Testing Policies and Procedures	Revision to language to include additional positions to random drug testing list of approved positions. Positions added include: Maintenance Mechanic Trainee; Field Tech Trainee; Field Technicians (previously listed as “Water/Wastewater”); Equipment Operator Trainee; and Latent Print Examiners	10/1/25
11	Art. 19, Sec. 4	Discipline	Revision to language providing that bargaining unit members are entitled to select a FOPE representative, <i>or a representative of their choosing</i> , for any grievance meetings and/or investigatory meetings.	10/1/25
12	Art. 21, Sec. 2	Arbitration ; Procedures	Inclusion of language regarding burden of proof; Clearly identify and outline what constitutes disciplinary just cause; Inclusion of language limiting the arbitrator’s scope of authority on review	10/1/25
13	Art. 24	Duration	Duration of the contract is 1 year, 10/1/25 through 9/30/26. Revise deadline by which to submit a request to negotiate a successor agreement from April 15 th to May 15 th .	10/1/25
14	Appendices	Appendix A – Positions in Collective Bargaining Unit	Position list updated in accordance with PERC filing that clarified the list of positions covered under the FOPE bargaining unit.	10/1/25
15	Appendices	Appendix D – Pre-Approval Form	Updated the certification/education pre-approval form to clearly depict when a certification is pre-approved for incentive increase.	10/1/25