

**IUOE**  
**ECONOMIC AGREEMENTS SUMMARY**  
**January 24, 2019**

The City and the Union are currently negotiating the labor contract for the period January 1, 2019 – December 31, 2021. The following summarizes the proposed agreement:

	<b>ITEM</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
1	<b>Salary Adjustment</b> (2.5% for Ops Sup - Mechanic)	\$ 2,429	\$ -	\$ -
2	<b>COLA + Add Pays</b> 2019: 2% COLA 2020: 1% Min/4% Max Tied to CPI-U (used 2.97% for calculation) 2021: 1% Min/4% Max Tied to CPI-U (used 2.97% for calculation)	\$ 15,480	\$ 23,646	\$ 24,486
3	<b>Payroll Taxes on Increases</b>	\$ 1,184	\$ 1,809	\$ 1,873
4	<b>Benefits</b>	\$ 5,553	\$ 8,484	\$ 8,788
5	<b>Increase in Footwear Allowance</b>	\$ 400	\$ 400	\$ 400
6	<b>Increase in Longevity</b>	\$ 9,150	\$ 8,900	\$ 9,400
7	<b>Trust Education</b>	\$ 832	\$ 832	\$ 832
8	<b>Total</b>	\$ 35,028	\$ 44,071	\$ 45,779
9	<b>As a percentage of Annual Payroll</b>	3.14%	3.84%	3.85%