

Summary of Changes to Our CBA with the Teamsters

1. This is the successor agreement to our collective bargaining agreement (CBA) with the Teamsters that expired on December 31, 2018. This is a three year agreement that will end on December 31, 2021.
2. We made a variety of house-keeping changes such as changing all citations to the City's "Administrative Guidelines" to "City Policies" and making the agreement gender neutral. Many of the previous articles remained status quo.
3. In 2016, Teamsters elected to take a reduced salary increase (compared to the increases given to other city employees) for 3 years in order to maintain the health plan that was in place in 2015 rather than going to a new health plan. The 3 year (a total of 3%) reduction helped offset the cost of the prior healthcare plan when compared to the new health plan. The City never intended that the reduced salaries should be carried over past 2018, so the salary increases in this agreement reflect the gradual return of the 3% (not a return of lost money, but a return of %.) This means:
 4. The use of CPI eliminated the sales tax table that had been used in prior agreements to determine wage increases.
 5. Effective January 1, 2019, the Senior Program Specialist in the Union will receive a 1% increase in pay.
 6. Effective January 1, 2019, the Crime Analyst position will receive a 5% increase in pay.
 7. The parties agreed upon language to comply with the US Supreme Court decision in Janus about when Union dues have to be paid by employees.
 8. The parties agreed upon language covering the State "sick leave" law.
 9. The City agreed to provide an educational incentive for corrections sergeants of 2%/yr for a bachelor's degree and 4%/yr for a master's degree.
 10. The City agreed to increase the "uniform allowance" in 2021 by \$50/year.