

NCEA/SEIU

Proposals

Presented on

October 31,

2013

Union Package Proposal A—(Covers Union Proposals #1, #2, #3, #4, #5, 16, and #17; City's Package Proposals related to Sections 3, 10, 13.2, 33)

Term: Union proposes a term of three years (January 1, 2014 through December 31, 2016).

COLAs: Union proposes general wage increases as follows:

- Effective January 1, 2014, a general wage increase of three percent (3%) shall be added to the base salaries of the employees covered by this agreement.
- Effective January 1, 2015, a general wage increase of three percent (3%) shall be added to the base salaries of the employees covered by this agreement.
- Effective January 1, 2016, a general wage increase of three percent (3%) shall be added to the base salaries of the employees covered by this agreement.

Medical: The Union proposes that the employer provide one hundred percent employer paid Kaiser coverage.

Cash in lieu: The Union proposes that the City provide cash in lieu equal to fifty percent (50%) of the highest monthly premium for which the employee is qualified.

Cost Share: The Union proposes that the City pay one hundred percent (100%) of the employer's portion of PERS and one percent of the employee's portion of PERS (EPMC).

Deferred

Comp: The Union proposes that the City contribute \$100 to the deferred compensation account of the member's choice.

Closure Days: The Union maintains its proposal regarding closure days but is willing limit or withdraw its proposal based upon the resolution of other economic issues.

Union Package Proposal B—(Covers Union Proposals #10, 13, 15; City’s Package Proposals related to Sections 3.6, 5.5, 7.4)

Post Certificate Pay: The Union maintains its position as outlined in Union Proposal #10 regarding Dispatcher Post Certificate Pay.

Acting/Training Pay: The Union is willing to withdraw Union Proposal #13 in exchange for the elimination of Section 7.4 as outlined in the City’s Package Proposal.

Education Incentive: The Union maintains its position as outlined in Union Proposal #15 regarding Education Incentive.

EMD Differential (City): The Union proposes the status quo.

Compensatory Time (City): The Union proposes the status quo.

Holiday Pay (City): Further Discussion necessary.

Union Package Proposal C—(Covers Union Proposals #9, 11, 12 and #14; City's Package Proposals related to Sections 3.14, 21.1, 21.2, 21.3)

Allowances: The Union maintains its position as outlined in Union Proposal #9

Fire Inspector

Education Incentive: The Union maintains its position as outlined in Union Proposal #11

Swing/Grave

Differentials: The Union maintains its position as outlined in Union Proposal #14

Class A/B License: The Union proposes the compromise language offered on October 22, 2013.

October 31, 2013

Awaiting City Response:

Union Proposal 6—Bereavement Leave

In Need of Further Discussion:

Union Proposal 7—Use of City Facilities

Union Proposal 9—Recognition/Preamble

Union Proposal 18—Stewards Leave

City's Package Proposals:

12—Retirement

12.10.1—Retiree Medical

20—Residency

21.5—Tuition Reimbursement

22.2—Release Time

23.1—Grievance Procedure

General Cleanup