

Recognition

The City recognizes the Union as the exclusive representative and sole collective bargaining agent for all employees of the City in the following classifications: Coordinators I, II, III, Analysts I, II, III, Administrative Specialists I, II, III, Financial Analysts I, II, III, Environmental Regulatory Coordinators, Technology Business Representative, Multimedia Specialists, and Hearings Officer, excluding supervisory, managerial, and confidential employees.

Employment Types

The City may appoint limited duration and temporary employees to perform work in classifications represented by the Union.

Section 1. Limited Duration Employees

Limited duration employees will be appointed for a known duration of generally not more than three (3) years and are employed at-will. Limited duration employees shall have all the responsibilities and contractual rights of regular employees, except for Article (xxxx – Discipline and Discharge) and as expressly stated in this Agreement.

Section 2. Temporary Employees

Full-time temporary employees will serve at-will and will receive vacation, sick leave and health benefits as stated in the agreement. Part time temporary employees are at-will and are not eligible for vacation, sick leave, health benefits or holiday pay.

Additional articles of this contract do not specifically apply to temporary employees unless a direct reference to temporary employees is contained therein.

Section 3. Volunteers and Employees Outside the Bargaining Unit

The parties recognize the duties performed by employees within the bargaining unit overlap with duties performed by other City employees and other members of the community. Nothing in this Agreement is intended to limit the City's right to engage volunteers or employ interns, casual employees, or other City employees who perform work that is the same or similar to duties performed by employees in the bargaining unit.