

Compensation

Section 1. Guaranteed Wage Increase in Lieu of Step System.

Fiscal Year 2025: On July 15, 2025, all CPPW-represented members who are not the top of the salary range will receive a guaranteed wage increase (separate from any COLA adjustment) of two percent (2%) or the amount of the percentage “merit” increase paid to non-represented employees, whichever is greater.

Section 3: Promotion

For employees promoted during the term of this agreement, if the employee’s salary prior to promotion is greater than or equal to the entry level for the higher classification, the employee’s salary upon promotion shall result in a minimum three percent (3%) increase in pay.

Section 4: Pay Equity

- a. The City will continue to perform pay equity analysis for employees upon hire or promotion.
- b. All employees undergoing a pay equity analysis may submit a full and comprehensive resume of experience to the hiring manager within 48 hours of the job offer. This full and comprehensive resume will be used in the pay equity analysis for placement on the salary range.
- c. The City considers the following bona fide factors, including but not limited to, seniority, merit and experience (internal to and external to the City and direct and indirect), or some combination of these factors.

Section 5: Premium Pay

Union members will receive additional pay added to base wages for any of the reasons below. Union members may receive as many types of premium pay as are applicable.

Working Out of Classification

- 1) Whenever an employee is temporarily assigned to a higher classification, that employee shall be paid an additional five percent (5%) of their base salary or the minimum rate of pay in the higher classification, whichever is higher. Compensation for out-of-class assignments may be provided only if assignment is preauthorized and the employee has substantially performed

the work of the higher classification for five or more consecutive days.
Working out-of-class shall not be paid retroactively.

[BARGAINING NOTE: The City is willing to agree to 5% for working out of class based on the fact that there is no step system in place for this unit. If and when the parties bargain a step system, City’s intent would be to align the WOC language with other labor contracts that provide for WOC at the appropriate step with a minimum of 3%.]

- 2) Employees do not receive out-of-class pay when on paid leave or holiday status. Leave accrual rates and holidays shall be paid at the employee’s base rate for working-out-of-class assignments.
- 3) If a represented employee is subsequently appointed to the higher classification through a recruitment process, credit may be given for all accumulated out-of-class service in that classification in the previous five (5) years for the purpose of determining salary range and anniversary date..
- 4) No full-time position covered by this agreement shall be filled on a temporary basis by an employee working out of class for longer than one (1) year.

Language Pay

Employees who are eligible to receive the language differential through the City Language Pay Differential Program will receive a bilingual pay differential of \$1.00 per hour to their base wage for all hours worked. Passage of the verbal language proficiency test is required to receive the language pay differential. The differential is only paid on hours worked. It does not apply to paid leaves, holidays, or other paid time off. This premium is not subject to the grievance procedure.

Section 6: Cost of Living Adjustment

Effective July 1, 2025:

- a. The classifications and salaries for the period July 1, 2025 to June 30, 2026 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2023 and the 2nd Half 2024) for the West Class Size A Cities, published by the Bureau of Labor Statistics, U.S. Department of Labor.

b. However, in no event shall the wage step system classifications and salary increase be less than one percent (1.0%) or greater than five percent (5.0%).

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