

Bargaining Note: CPPW makes the following economic **supposal on Wages on October 30, 2024 as part of a **package supposal**, together with Duration and Memorandum of Understanding regarding the Evergreen Classification and Compensation Study. Please note, CPPW has removed Section 1: Wage Step System and Section 2: Wage Step System Implementation from this supposal. If the parties do not reach agreement on this package supposal, CPPW reserves the right to revert to its wage step system proposal.**

Article ____: Wages

Section 1: Guaranteed Wage Increase in Lieu of Step System

Fiscal Year 2024: The parties have a separate agreement for a 2% for merit for all employees at meets expectations or above for July 1, 2024-June 30-2025.

Fiscal Year 2025: All CPPW represented members will receive a guaranteed wage increase (separate from any COLA adjustment) of 4% for July 1, 2025-June 30, 2026.

Half-Fiscal Year 2026: All CPPW represented members will receive a guaranteed wage increase (separate from any COLA adjustment) of 5% for July 1, 2026-December 31, 2026.

Section 2: Wage Recalibration

CPPW has identified fewer than 50 members whose compensation is out of alignment with their tenure in their position and experience. For these CPPW members, there will be a one-time wage recalibration on July 15, 2025. CPPW will provide a list of these identified members who will need this adjustment.

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 be at the lowest step which results in a minimum five percent (5%) increase in pay.

Section 4: Pay Equity

- a. The City will continue to perform pay equity analysis for union members upon hire or promotion, on a three-year cycle after hire, and as requested by a member. The City may maintain the current cycle as a timeframe for performing this analysis, so long as it maintains a three-year cycle. Newly hired members will be placed on the step that is most appropriate to the pay equity analysis performed upon hire.
- b. All union members 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 wage step system at the appropriate step.
- c. The City considers the following bona fide factors: 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 during any given pay period but may only receive each premium pay once per pay period, except for working out of class, which will be paid as described below.

Longevity Pay

- 1) Upon completion of their tenth consecutive year of service as a permanent employee of the City, employees shall receive longevity pay of two percent (2.0%) to their base pay.
- 2) Upon completion of their twentieth consecutive year of service as a permanent employee of the City, employees shall receive longevity pay of an additional two percent (2.0%), for a total of four percent (4.0%) to their base pay.
- 3) Longevity pay shall be calculated on the basis of the employee's regular hourly rate, not including premium pay.

Lead Worker Pay

- 1) A Lead Worker assignment involves certain limited oversight and administrative duties. These duties include but are not limited to: laying out the work for other employees, balancing the work, directing the work, and reviewing the work for adherence to standards. Lead workers receive an additional five percent (5.0%) to their base pay.
- 2) Some members may be on-going lead workers for their team. Some members may be assigned lead worker duties as needed.
- 3) An employee assigned lead duties daily will receive the lead premium for at least half a shift or for a full shift if the employee is assigned to such duties for more than half their shift.

Working Out of Classification

- 1) Whenever an employee is temporarily assigned to a higher classification, that employee shall be paid the rate for the higher classification at the appropriate step that is at least five percent (5%) above the employee's normal rate of pay, up to the top of the scale for the higher classification, for all hours worked out of classification. PTO leave and holidays shall be paid at the higher rate for working-out-of-class assignments of thirty (30) consecutive workdays or longer.
- 2) When a permanent employee is temporarily assigned to a higher paid classification, credit shall be allowed for all prior temporary service in that classification for determining the appropriate service step of the pay range for that classification.
- 3) If upgraded in a workday to a higher classification, an employee will receive the rate applicable to the higher classification for a minimum of one (1) hour. If upgraded longer than one (1) hour, the employee will receive four (4) hours; eight (8) hours if assigned to such higher classification over four (4) hours in the workday. If the employee works an alternate schedule and performs the upgraded work all hours of the day, they will receive the higher rate of pay for all hours worked.
- 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 thirty (30) days. After

thirty (30) days, the City shall notify CPPW and the employee, and the employee shall be placed in an over-fill appointment (temporary) or a vacant full-time position.

Language Pay

- 1) All employees covered by this agreement shall be eligible to participate in the City's Language Pay Differential Program shall receive an additional five percent (5.0%) to their base pay for all hours worked.
- 2) For employees not participating in the Language Pay Differential Program, all ad hoc translation and/or interpretation requests shall be compensated at five percent (5.0%) for all hours spent on translation or interpretation work, rounded up to the nearest quarter hour.

Certifications/Licenses

- 1) Employees covered by this agreement that obtain and maintain at their own expense one or more certifications relevant to their position and provides a benefit to the city shall receive certification pay of five percent (5.0%).
- 2) Relevant certifications will be agreed upon by the employee and the supervisor.
- 3) Examples for reference, include but are not limited to:
 - a) A CPA, CFA, or CPFO license for Financial Analysts
 - b) Business Relationship Management for Technology Business Representatives
 - c) Project Management Certification

Section 7: Cost of Living Adjustments

COLA Increase for all members in Year 2 of the contract (July 1, 2025) and in Year 3 of the contract (July 1, 2026) as described below.

1. **Year One – Effective July 1, 2024**
 - a. The parties have a separate MOU adjusting all wages by 3.3% for COLA.
2. **Year Two - 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 two percent (2.0%) or greater than seven percent (7.0%).

3. Year Three - Effective July 1, 2026:

- a. The classifications and salaries for the period July 1, 2026 to June 30, 2027 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 2024 and the 2nd Half 2025) 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 two percent (2.0%) or greater than seven percent (7.0%).