

Changes Made to the Teamsters CBA 2022

Article, Section	Topic	Change Made	Responsible Party
Art. 7, Sec. 3	Suspension of CBA	Any suspension shall be reevaluated every 30 days	CMO
Art. 9, Sec. 3	Dues Deductions	City will send member deductions to union electronically	Payroll
Art. 9, Sec. 4	Dues Deductions	City will send an invoice to the union annually for admin costs	Finance A/R
Art. 10, Sec. 1	Stewards	Parks and Rec will be allowed 5 stewards instead of 4	Parks and Recreation/Union
Art. 14, Sec. 2	Union Representation	City will allow union representatives to use union time to administer CBA ratification vote	All City Departments/Union
Art. 15, Sec. 5.2	Promoted employee probation period	Promoted employees may have their 6-month probation period extended for an additional 3 months.	All City Departments/Employee Relations/Union
Art. 21, Sec. 2	Comp Time	Comp Time bank maximums are increased from 40 hours to 80 hours.	Payroll
Art. 21, Sec. 3	Comp Time	Comp Time is now included in hours worked toward overtime compensation	Payroll/Department Supervisors
Art. 24, Sec. 1.1	Job Postings	City may use established list of qualified candidates that will expire in 60 days.	HR Talent Management/Department Hiring Managers
Art. 24, Sec. 4	Test Observer	Union test observers may attend the promotional test without using union time pool	HR Talent Management/Department Hiring Managers
Art. 24, Sec. 12	Promotion Eligibility	Employees no longer need to wait 7months to be eligible for another promotion.	HR Talent Management/Department Hiring Managers
Art. 26, Sec. 7	Accident Review Committee	Clarification that the union shall appoint 3 bargaining unit members to the ARC who have experience in accident reconstruction or similar field.	HR Risk Management/Union
Art. 28	Emergency Meal Allowance	Emergency Meal Allowance is increased from \$12 to \$15	Finance A/P and Department Supervisors
Art. 30, Sec. 7	Safety Shoes	Safety Shoe Allowance is increased from \$125 to \$250 annually	Finance/Department Supervisors

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Art. 30, Sec. 7 (NEW)	Ocean Lifeguard Equipment Allowance	City will now pay Ocean Lifeguards \$150 allowance for equipment. Payment will be made the first payroll in October each year of the contract.	Payroll
Art. 34, Sec. 1	Holidays	Presidents Day will now be included in City recognized holidays	Payroll
Art. 35, Sec. 4	Vacation Accrual Cap	NO CBA CHANGE – the employees in the PD who have been allowed to accrue up to 544 hours of vacation time will now be required to cap at 400 hours.	Payroll/PD Timekeepers
Art. 44, Sec. 1	Rates of Pay	Employees earning between \$15 and \$20 per hour will be increased by \$1 per hour effective the first payroll following ratification in 2022. Employees earning between \$15 and \$20 per hour as of Oct. 1, 2023 will be increased by \$1 per our the first payroll in October, 2023.	Payroll/Human Resources Compensation
Art. 44, Sec. 2.1 (NEW)	Lump Sum Payments	Employees at the top of the pay scale will receive lump sum payments in increments of 1.5% and 3.0% based on performance evaluation scores (similar to other units.)	Payroll/Department Supervisors
Art. 44, Sec. 5.10	Environmental Inspector I and II	Environmental Inspector I now has a type of open promotion eligibility to Environmental Inspector II	Public Services Management
Art. 44, Sec. 7	Confined Spaces Pay Premium	Time worked in confined spaces as defined by OSHA in now compensable at 1.5x	Public Services supervisors/Timekeepers
Art. 44, Sec. 8	COLA Increases	All members pay rates will be increased by 3.0% effective the first payroll of October in 2022, 2023, and 2024.	HR Compensation/Payroll
Art. 44, Sec. 12	Ocean Lifeguard Certification Pay	Ocean Lifeguards who are certified by the U.S. Lifeguard Association will receive \$100 per month certification pay.	Payroll/Ocean Lifeguard Management
Art. 45, Sec. 1	Health Care	City will increase the employer contribution to health care to \$1,185 effective Jan. 1, 2023	Finance/HR Risk Management
Art. 59, Sec. 1	Ocean Lifeguard Exchange of Time	Clarification of the process for requesting exchange of time.	Ocean Lifeguard Management

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Appendices	Position Changes	Job titles were added to the list of those covered by the CBA. Pay Scales were adjusted to reflect the 3% increase.	NA
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