

FEDERATION AGREEMENT

Significant Changes

General Wage Increases

- Effective first full pay period following ratification, 1%
- Effective first full pay period following ratification, 2%
- Effective first full pay period in October 2015, Consumer Price Index (1.7%)

Leave Time

- Sick leave will be paid out at 28% of final rate upon separation in good standing for employees hired on or after October 1, 2013
- Up to 40 hours of bereavement leave

Drug Free Workplace

- Testing when involved in an accident while operating a City vehicle on or off duty

Holidays

- City Manager may declare additional holidays

Health Insurance

- Eliminate retiree health benefits for employees hired on or April 1, 2014

Retirement System

- Deferred Retirement Option Plan (DROP) earnings changed from the actuarially assumed rate of return to a minimum of 3% and a maximum of 6%