SUMMARY OF DC 33 8-21-14 TERMS

Term	
Duration	July 1, 2009 – June 30, 2016
Health Care	• $20 million lump sum within 30 days of ratification • $1,100 PMPM effective 9/15/14 • $1,194 PMPM effective 7/1/15 • Employee contributions will be made pre-tax but the City will not be required to contribute for any employee who waives coverage
Wages	• $2,800 lump sum within 30 days of ratification • 3.5% increase effective 9/1/14 • 2.5% increase 7/1/15
Layoff	In lieu of furloughs, the Union will be covered by Civil Service Regulation 16.0122 and City Council Ordinance 140206 which respectively change the calculation of layoff scores to use the longevity date in the City's HRIS system for seniority credit and amends the DROP ordinance to remove practical barriers to the use of temporary layoffs when economic circumstances warrant
Pension	• All employees hired after the date of the award elect to enter Plan 87 and pay an additional 1% of pay over what others in Plan 87 pay or enter Plan 10. (Result is those who enter Plan 87 will pay 2% more than current effective 1/1/16). Current employees have 90 days following ratification to make an irrevocable election to move to Plan 10 • 1/1/15 - employee contributions increase by .5% of pay • 1/1/16 – employee contributions increase by .5% of pay.
Overtime	• Sick leave does not count towards overtime on a weekly basis effective 1/1/15
Step and Longevity Increments	Reinstated prospectively effective 9/1/14
Other Economic Proposals	• Comparable worth - Spend remaining $63,000 previously allocated • Life Insurance – Increase from $20,000 to $25,000 for actives effective 1/1/15 • Legal services fund - Increase to $15 PMPM effective 1/1/15 • Tool allowance - Increase by $50 and add HVAC mechanics to those who get it effective 1/1/15
Other Proposals	• Child care committee • Essential employees committee • Grant funded employees pilot program to be discussed • RGI continues • Withdrawal of the City's lawsuit and threat to implement proposals
Continuity of Benefits	Except as modified, prior contract terms, etc. remain in effect