



Employment and Labor Contracts

Human Resources Department

February 10, 2021



Budgeted Positions

Bargaining Group	Unit	FTE
Mayor and Council	Elected	7
City Manager	Appointee	1
City Attorney	Appointee	1
Police Chief	Elected	1
City Clerk	Elected	1
Firefighters Association (IAFF)	1	140
Police Officers Association (POA)	2	153
Electrical Workers (IBEW)	3	81
Engineers Association	4	44
Employees' Association	5,7,8	338
American Federation of State County and Municipal Employees (AFSCME)	6	142
Unclassified Management	9	161
Police Management	9A	5
Fire Management	9B	10
Public Safety Non-Sworn	10	72
TOTAL Budgeted Positions		1,157



Recent Council Actions

- November 17, 2020
 - City Manager and City Attorney
 - Miscellaneous Unclassified Management (Unit 9)
- December 16, 2020
 - Employees Association (Unit 5,7,8)
 - AFSCME (Unit 6)
 - Unclassified Police Management (Unit 9A)
 - Unclassified Fire Management (Unit 9B)



Council Appointees

Appointee	Calendar Year 2020	Calendar Year 2021		Calendar Year 2022
	Cost of Living Adjustment	Cost of Living Adjustment	Merit Increase	Merit Increase
City Manager	0%	0%	0%	0%
City Attorney	0%	0%	0%	0%



Recently Negotiated Labor Contracts

Calendar Year	AFSCME	Employees Association	Unclassified Management	Unclassified Police Mgmt	Unclassified Fire Mgmt
2020		0%	0%		
2021	0% Freeze Steps	0% Freeze Steps	0% Freeze Merit	0% Freeze Merit	0% Freeze Merit
2022		3.5% Freeze Steps	4.5% Freeze Merit	0% Freeze Merit	0% Freeze Merit
2023		3.0%	3.25%	4.7%	
2024			3.25%		

Current/Upcoming Negotiations





Bargaining Units

Bargaining Group	Unit	Term
Firefighters Association (IAFF)	1	12/2017 – 12/2020
Police Officers Association (POA)	2	12/2018 – 12/2021
Electrical Workers (IBEW)	3	12/2018 – 12/2021
Engineers Association	4	12/2018 – 12/2021
American Federation of State County and Municipal Employees (AFSCME)	6	12/2020 – 12/2021

Discussion/Questions

