

MEMO

FROM: Adam Raymond, City Manager

DATE: September 2, 2025

SUBJECT: City Counter Proposal, Last Best and Final

The City is in receipt of the American Federation of State County and Municipal Employees, Local 3915 Association proposal dated August 20, 2025. Below is a summary of the City's counter proposal:

Contract Term

- Three (3) year contract term: **September 1, 2025, through June 30, 2028.**

Wages

- Effective the first full pay period commencing on or after:
 - July 1, 2026, base salaries to be increased by **three percent (3%)**
 - July 1, 2027, base salaries to be increased by **three percent (3%)**
 - July 1, 2028, base salaries to be increased by **three percent (3%)**

Flexible Benefits

- Effective the first full pay period commencing on or after:
 - September 1, 2025, **\$1,350** per month maximum.
 - January 1, 2026, **\$1,400** per month maximum.
 - January 1, 2027, **\$1,500** per month maximum.
 - January 1, 2028, **\$1,600** per month maximum.

Deferred Compensation

- **Begin first full pay period after September 1, 2025, the City will match up to \$50 per paycheck (\$1,200 annual maximum)**

Uniform

- **Begin first full pay period after September 1, 2025 (Pays in December), **Property and Evidence Technician and Court Liaison** will be added as eligible for Uniform Pay.**

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Longevity

- Effective the first full pay period commencing on or after January 1, 2026, longevity will be paid as follows:
 - **5 years - \$1,500**
 - **10 years - \$2,000**
 - **15 years - \$2,500**

Training Pay (PD only)

- Effective the first full pay period commencing on or after January 1, 2026, Training Pay will be **\$200** per month. Training pay shall be paid only for the pay periods during which an employee is actually designated as the trainer.

Medical Waiver

- Employees hired into this unit after January 1, 2026, may not opt out of city provided group medical coverage.