

City Confidential Mediation Joint Recommendation

MOU	Issue	Senior Civil Engineer	Senior Electrical	All Other
2.A	Wages	• 8% (4% COLA + market adjustment to get to 8% total) FY 26 FFPP ratification/approval • 4% 7/1/26 • 3% 7/1/27 • 3% 7/1/28 =18%	• 4% FFPP ratification/approval • 4.5% 7/1/26 • 3% 7/1/27 • 3% 7/1/28 =14.5%	• 4% FFPP ratification/approval • 4% 7/1/26 • 3% 7/1/27 • 3% 7/1/28 =14%
5.D	CTO	Starting January 1, 2027: Remove CTO cashout, and employee must be in paid status before/after pay period to receive "priority CTO" (16 hrs CTO granted annually)		
6	Vacation	Starting January 1, 2027: Increase maximum accrual from 400 to 480 hours with a hard cap.		
	Lump Sum	If ratification by the union prior to end of calendar year 2025, City will provide a lump sum: \$5,000 per person FFPP ratification/approval		
	Non Management Leave	Effective 2026, Senior Electrical Engineers will receive 24 hours of non-management leave (use it or lose it each payroll calendar year)		
35	Def Comp	Increase deferred compensation for some so that all have \$330 per month City Contribution FFPP ratification/approval		
	TAs	All Tentative Agreements		

For the City

For the Union