

Dive team member (assigned) → change from \$1,200 to \$1,500 per year

Residual pay eliminated except for employees currently receiving it as of 10/1/14

Leave time: Sick leave taken within pay period is not counted as hours worked for calculation of overtime
Employees on on-the-job injury and working short shift (when previously on long shift) can use vacation leave to maintain holiday pay benefit
Employees no longer required to use 50% of their annual vacation leave accruals earned in that year
Revisions to sick leave article; some of the changes include removing sick bank credits for employees no longer working for the City and adding other sick leave standards

Insurance: Health insurance rates adjusted to those of other employees.
Reopener one time during duration of contract for Health and Life Insurance.

Some additional terms:

Modifications to time off for union business
No more than 288 hours of total outstanding swaps will be allowed, at any one time
Removed requirement for physical examination for promotion

RECOMMENDATION: For approval.

FISCAL IMPACT: Funding for current fiscal year through FY 15-16 General Fund Budget.

CONTACT PERSON: Douglas E. Smith, City Manager