



On Tuesday, January 28, 2014, the City Council approved a new three-year labor agreement with the General bargaining unit, represented by S.E.I.U. Local 620. The General Unit is the City's largest bargaining unit, with 430 employees ranging from maintenance and trade workers, to administrative staff, to professional engineers and planners.

Some of the highlights of the agreement include:

- Over the three-year period, employees will receive 7% in salary increases;
- Employees will also receive an additional 0.5% salary increase and a small (\$30 per month) increase to City's maximum medical contribution as a reallocation of the budget cost of the annual vacation cash-out benefit, which will be eliminated following a final 50-hour cash out next year;
- The City has agreed to address identified market inequities for a limited number of classifications in this agreement; and to perform a market survey of compensation in the third year of the agreement to identify whether additional inequities exist.

The net budget cost is consistent with what was already included in the Fiscal Years 2014 and 2015 Two Year Financial Plan. For more information, contact [Kristy Schmidt](#), Acting Administrative Services Director, at 805-564-5305.