

City to DCTU  
DCTU Mediation  
Supposal Package  
December 8, 2021

Full Package Offer –

- Article 8 – Shift Differential with clock adjustments
- Article 9 – Essential employees
- Article 23 – Reduce reasonable time (ULCP) to 1560 hours. All other language as drafted on 9/29/21 City counter
- Article 33 – Maintain status quo on PDF through June 30, 2023. Effective 7/1/23, increase fund to \$225k per year with \$40k rollover. Parties agree to create workgroup to provide recommendations to Council regarding changes to PDF, including City providing 100% upfront to instructor led coursework (trainings, conferences, classwork, etc.), and changes to the administrative fees.
- Retro COLA, 1.6% effective 7/1/2021
- Adjust Schedule A Premiums #4 (City Counter dated 8/25/21)
- Add Schedule A Premium for Radio Tower Work (new #5, City Counter dated 8/25/21)
- BTS LOA (BTS increase from 18 to 24 hours standby per week, no other changes)
- Language Access Premium (adopt the citywide pilot for the duration of the CBA, \$1.00 per hour for all hours worked, specified classifications)
  
- CDL Premium Pilot, Effective 1/1/2022:
  - BES and Water employees only in the following classifications: Electrician, Instrument Tech, Super Tech, Instrument Tech Apprentice, Water Operations Mechanic, OE I, II, III, and General Mechanic.
  - 3% premium on employee base wage for all hours worked. Endorsements may be required as needed by bureaus. Management discretion.
  
- Targeted wage adjustments (figures will be provided)
  - Operating Engineer II
  - Operating Engineer III
  - Housing Inspector
  - Housing Inspector, Sr
  - Water Security Specialist, Lead
  - Plans Examiner – Residential
  - Watershed Specialist I, II
  - Electrician/Instrument Tech (SuperTech)
  - Surveyor I
  - Surveyor II
  - Police Records Specialist