



To: CODE
From: CODE President, Kathleen L. Schulte
Date: April 10, 2023
Re: *Percentage Raise Upon Promotion*

Dear CODE,

As you know, changes in the 2022-2025 Collective Bargaining Agreement (“CBA”) increased the raise upon permanent promotion from the step representing at least at 7% raise to the step representing at least a 10% raise. (CBA Section 16.4) However, the prior CBA expired in March of 2022 and the new agreement was not ratified until October 2022.

During the time between the expiration of the prior contract and ratification of the new contract, twenty-six (26) CODE employees were promoted. Sixteen (16) of those employees should have been placed at a higher step based on the new 10% raise language in the 2022-2025 CBA, but were instead given raises of at least 7%.

CODE recognized the inequity in this situation and took action.

Working collaboratively with Interim Human Resources Director Latisha Hazell, CODE and the City have agreed that all CODE employees promoted after March 20, 2022 shall receive at least a 10% raise, including back pay.

CODE was able to achieve this result with the assistance and hard work of Interim HR Director Hazell and thanks her for effort and attention on this issue. Following hard fought and often tense CBA negotiations, CODE believes the above agreement is an excellent first step in rebuilding a collaborative relationship with the HR Director.

Very Truly Yours,

/s/ Kathleen L. Schulte

CODE President