



To: CODE Members
From: The CODE Board
Re: Recent Temp Check Survey Update!
Date: March 27, 2025

Dear Membership:

The CODE Board has received the same email as you and wanted to reach out today and discuss the City's Manager's Action Steps Moving Forward.

First, CODE was pleased to see the City Administration appear to be listening to employee concerns and taking concrete steps to address and, hopefully, improve working conditions at the City. You should know that much of that progress is directly related to CODE's ongoing relationship with the City Manager's Office and Central Human Resources.

Specifically, CODE regularly meets with both offices to share the concerns of the membership and advocate for change. This is certainly true with respect to the Flexible Work Location policy and Leadership & Career Growth Initiatives; both of which have been issues for CODE since the 2022-2025 contract negotiations.

As to the Flexible Work Location Policy, CODE recognizes and urges its members to be patient as Departments develop the SOPs for flexible work. CODE will monitor the development of SOPs and push the departments that seem to be slow in developing SOPs.

Because the needs of each Department differ, you should not be surprised if your colleagues in other departments have SOPs that vary from your department. Further, you should remember that Department Directors maintain discretion as to granting employees the ability to have Flexible Work Location arrangements. CODE understands that absolute discretion may not be in everyone's best interests and, thus, is attempting to develop an appeal process to ensure parity within classifications.

On a final note, CODE is pleased to see the City Manager's attention to career growth. As you may recall, the current hiring and promotion language was a consequence of the Fact Finder's recommendation in the last round of CBA negotiations. CODE presciently warned the City that its proposal was troublesome, but the previous HR administration failed to heed CODE's warnings. As a consequence, we have had three years of disfunction in hiring and

promotion. However, the new HR team is working with CODE to address these issues and create a career path for City employees, including the opportunity for meritorious promotion and growth.

CODE now enters CBA negotiations with optimism that it can continue to improve the working lives of its membership.

On behalf of the CODE Board,

/s/ Kathleen L. Schulte

Kathleen L. Schulte, CODE President