



June 24, 2025

Dear Membership,

CODE and the City have been in labor negotiations since April 2025. In that time, we have reached Tentative Agreements on ten (10) issues related to the terms and conditions of employment. We are now moving into the stage of negotiations where we discuss the “economics” of the CBA, including wage increases.

Please be aware that no final decisions have been reached, and we are hopeful the City recognizes the value CODE employees provide to the citizens they serve. In the event we are able to reach a Tentative Agreement on all issues, a copy of that agreement will be circulated to the CODE dues paying members for a vote. If we are unable to arrive at an agreement, the matter will proceed to Fact Finding as it did during the 2022 CBA negotiations cycle. CODE will alert the membership as to how negotiations continue to proceed.

Despite what any misinformed management or co-workers may have told you, the 2022-2025 CBA continues in full force and effect during the negotiations process. CODE will update you as to the next steps.

Very Truly Yours,

/s/ Kathleen L. Schulte

Kathleen L. Schulte, CODE President