



October 7, 2025

Dear Membership,

Prior to Fact Finding, each side submitted a written position statement to the Fact Finder detailing how each side wanted him to rule. Copies of CODE's and the City's position statements will be posted to CODE's website, Members Area. You are encouraged to read both.

The City asked the Fact Finder to award COLAs of 3%-3%-3% with no additional economic benefits, as well as imposing substantial health insurance changes including a \$300 ER Co-Pay and a \$100 spousal surcharge.

CODE asked the Fact Finder to award COLAs of 5%-4%-3%, Longevity Pay, a Ratification Bonus and health insurance equal to AFSCME. CODE was ready to proceed to hearing.

Yesterday, in the late afternoon, CODE received a call from the City's negotiation team with an offer to settle the CBA and avoid Fact Finding. It was the first offer that demonstrated the City's appreciation for the work CODE does on behalf of the citizens and how valuable CODE is to the City. But the offer was not enough. Negotiations continued into the night until a TA was reached around 10:15pm. Because we were able to reach an agreement, there will not be a Fact Finding hearing.

The core economic terms of the TA are as follows: CODE will get a COLA of 5%-4%-3% retroactive to the expiration of the last CBA, March 15, 2025; CODE will get a \$1,500.00 payment in March of 2026, and CODE will, for the first time in its history, have Longevity Pay. The Longevity Pay will be paid in PP 23 each year. Employees with 12-19 years of City service

(regardless of how long they've been in a CODE position) will get a longevity payment of \$1,000; employees with 20+ years of City service (regardless of how long they've been in a CODE position) will get a longevity payment of \$1,100. And the Longevity Pay will become part of the CBA.

In exchange, CODE has agreed to modest concessions in health insurance, that **do not include** any ER or Specialist Co-Pays and a modest \$25 / month spousal surcharge. The health insurance is identical to the new AFSCME health insurance.

Additionally, CODE executed over 17 TAs during negotiations that make positive impacts for CODE such as an expanded definition of "family," additional classifications being eligible for On Call and Overtime pay, better Working Out of Class pay, better shift differential pay for employees working non-standard shifts, and a shorter disciplinary retention timeline.

Critically, CODE was able to repair the profoundly broken hiring and promotion process resulting from the 2022 Fact Finding process. The changes will prioritize CODE employees hiring and ascending the promotional ladder, recognizing the past years of service and institutional knowledge possessed by the CODE membership.

CODE will circulate a comprehensive explanation of the complete TA for review by the membership prior to voting. It will then circulate a Survey-Monkey link for a straight up or down vote on the CBA. Thank you all for your patience during this process and keep an eye on your email.

Very Truly Yours,

/s/ Kathleen L. Schulte

Kathleen L. Schulte, CODE President