



October 9, 2025

Dear Membership,

A comprehensive summary of the Tentative Agreement (“TA”)¹, as well as both Fact-Finding briefs have been posted to CODE’s website. CODE will also post a copy of the full red-line CBA to its website once the red-line agreement is reviewed for accuracy. Next, CODE will conduct a straight up or down vote on the TA. (You cannot vote to accept some of the agreement but reject the remainder of the agreement, you must either vote to accept or reject the agreement in its entirety).

Voting Members, as defined by the By Laws (also on the website), will get a Survey Monkey link to City email. Voting will be open from 8am Monday the 13th to 6pm Tuesday the 14th. The TA will need to receive at least 50% plus 1 of the total votes cast to be accepted. If the TA is accepted, it will then be forwarded to City Council for its vote.

The retroactive back pay is set to be paid in PP 24, which ends on November 22, 2025 and is paid out December 2, 2025. The \$1,500 to be paid next year will be paid in Pay Period 8, 2026, which begins on March 9, 2026. The 4% COLA in the second year of the contract will take effect March 15, 2026, and the 3% COLA in the third year of the contract will take effect March 14, 2027. Longevity payments will be paid with the PP 23 regular paycheck. Thank you again for your patience during negotiations.

Finally, CODE will conduct its annual meeting via Zoom on October 22, 2025; the details of which will come in a separate email. You are invited to attend and participate.

Very Truly Yours,

/s/ Kathleen L. Schulte

Kathleen L. Schulte, CODE President

¹ A Tentative Agreement, or TA, is a written memorialization of the agreed terms in contract negotiations, subject to final voting an approval by both sides.