



November 3, 2025

Dear Membership,

The TA was approved by an overwhelming majority of the CODE voting members. Thank you to ALL who voted to let your voice be heard. The TA was then approved 9-0 by City Council. Both HR and CODE have reviewed the final draft of the new CBA and have signed it. The new CBA is posted to CODE's website.

There will be some **timing** changes regarding certain payments from the TA that was previously circulated, but the dollar values will remain the same. Your retroactive wages will be paid on the November 18, 2025 pay date. The 2025 longevity pay will be paid on the December 2, 2025 pay date.

In 2026 and 2027, longevity pay will be paid in Pay Period 24, although the TA stated it would be paid in Pay Period 23. However, as previously stated, **all dollar values shall remain the same.**

Thank you again for your patience during the difficult and drawn-out negotiations period. If you have further questions, please fill out a contact form at www.codegroup.org.

Very Truly Yours,

/s/ Kathleen L. Schulte

Kathleen L. Schulte, CODE President