

## Association Counter Proposal

### 2.21.23

Art 4: We are good with this one, awaiting appendix finalization.

Art 6: Reject changes

Art 8.1: For first year, counter at \$4k, and hold firm on the cola of 6%.

For years 2 and 3: change the “whichever is less” to “whichever is greater”.

For dispatcher market equity; hold firm at 42.

8.2.1: remove the cap that they are proposing

8.2.2: agree to this

8.2.3: keep swing shift proposal, but use the following language: “If a position requires that 50% or more of any employee’s regular shift must be worked after 4:00 p.m, the employee is entitled a swing shift differential of 5%.”

8.5: The District changes are fine, except need to keep Communication Training Officer in as this is memorializing current practice.

8.6: hold firm on our language to be come a senior officer or senior dispatcher

8.7: keep that in there, as we aren’t trying to take away this certificate pay for senior dispatchers.

Art 9: TA

Art 12: We are going to provide the name of the vest, to be placed in there instead of the model number.

For dispatchers, hold firm at \$900, with opt out option.

Art 13: Reject in its entirety. Not interested in removing due process protections for reprimands or removing the panel configuration.

Art 14: Grievance: Reject entirely. However, keep panel in place; each side proposed 4 names, and then we either agree on the neutral, or we do a striking of names.

Art 15: Holidays: TA

Art 16.6: Vacation: "Unit members shall be entitled to cash out one month's accrued vacation, if that member has been denied a request for time off, and that denial would put that member above the vacation cap."

New Article:

TA on reclassification language

TA on retirement actuarial; continued negotiations on it

TA on definition

Maintain Time Off Requests