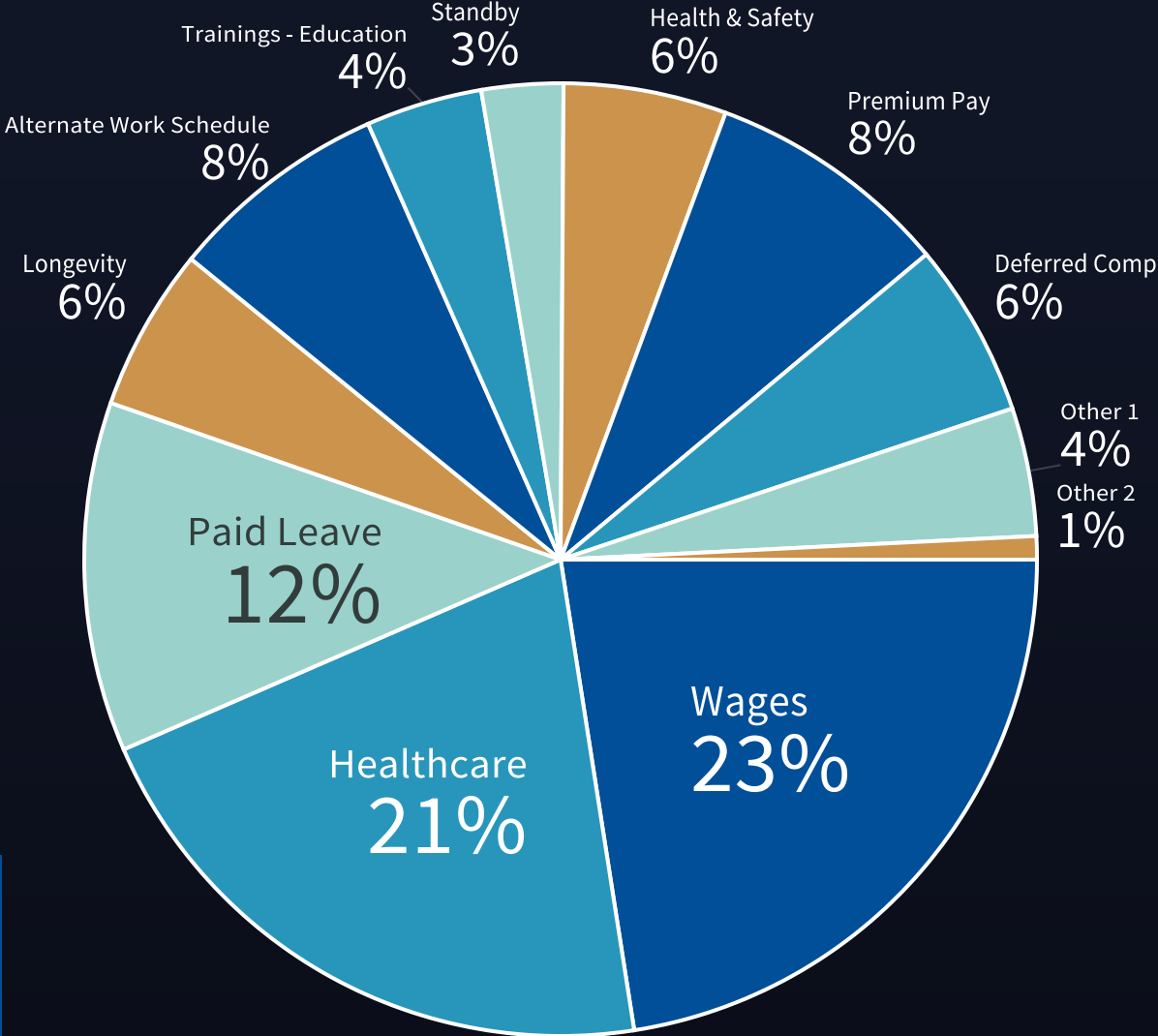




2021 Bargaining Survey

Results

Top Priorities for Membership



Top Priorities for membership

Wages

Healthcare

Paid Leave

Based on the total of Ratings of 1, 2, and 3

MILEAGE-REIMBURSEMENT
TELECOMMUTING
TABLET STRAINING
LONG-TERM-CARE-INSURANCE
CLASSIFICATION
CALL-OUT-VEHICLES HSA
HEALTH COLA CLASSIFICATIONS RAISES
JOB-DUTY-CLARITY
TECHNOLOGY LAPTOPS CDL-PREMIUM-PAY
USE-OF-FACILITIES
WORK-PHONES

“ Increase longevity
*Another step for employees that have been here a long time
*Base on a grade 15
*Increase in percentage to wage or leave rate.”

“ The Longevity rates don't seem to be much of an incentive. At 5 years of service the monthly rate is \$121 and at 30 years of service its \$423.5. I think that this would be a better incentive if it were changed to 3% of your current salary and increasing by 1% every 5 years.”

“ Change to percentage of your pay grade as opposed to standardized at the often lower pay grade”

“ My concerns is that once I do cap out at the max pay, I'm afraid pretty soon that's still not going to be enough with how much cost of living goes up every year. So if we could get a better longevity system that allows you to still get raises even past the “cap out” amount I think that would be very helpful in years to come.”

“ There will be a lot of changes in personnel in the near future. I hear people telling me when they are going to retire every week. Will longevity be looked at as an asset, or will it be a bottom-line situation and would management prefer turnover of people who won't accrue raises over time? ”

“Juneteenth”

“Additional personal holiday”

“Do not take away personal holiday to add new federal holiday”

“Have the employer pay for ALL holiday hours (more than 8) for those on a flex schedule, so we no longer have to use our own vacation or comp time for a PAID holiday”

“have the option to work observed holidays”

“bigger increase earlier/
accrue more hours and
at a faster rate
”

“Increase max accrual - either
keep more time in our
accrued vacation or pay it to
us instead of it being taken
(has been a huge problem
during COVID),”

“one more
longevity
step at 25
years!”

“I think the amount
of time we receive
is great. It is the
ability to take it
that is challenging
with limited
staffing options etc,”

“Emergency
situations should
be defined so
supervisors will
apply a consistent
and fair leave policy,”

“CASH
OUT”

“ Employees should be able to take time off to care for up to 2 people they designate as a people of significance that are not currently listed in Article 5 (child, parent etc.). The designation should also apply to Bereavement Leave”

“Sick
leave
donation”

“Combine with
vacation to
make sick &
Vacation all one
pool of PTO days”

“VEBA”

“accrue more hours
and at a faster rate
- Should be accrued
like vacation pay
with increases at
milestones”

“Flex schedules should include variable daily start and end times as long as the total number of hours worked for the day is met.”

“Continue to promote flex schedule options that provide employees a means of increasing time off while still performing the duties required. Also allows employees to save more vacation time for meaningful vacations versus using vacation days sporadically or stress relief or just needing a small break.”

“Year round Flex schedules”

“allow telework option for employees on flex schedule”

“Allow 4/10's in IT”

“ In order to keep up with other governmental agencies and the private sector, I believe more telework schedules should be allowed. It is clear from Administration that a “hybrid” (telework balanced with in person work) will be the new norm. I would like to see it flexible for 2170 members as it is for non-represented ”

“ Continue to promote telework not only throughout the pandemic but as a future model to help be a part of addressing regional environmental and transportation issues. Be a part of the solution and not the problem. Telework also helps reduce the stress of commuting and promotes healthier at home life ”

“ This is critical to continue. COVID brought to light how efficient teleworking can be as well as the added benefit of work/life balance for employees at little cost to the employer. Telework is the way of the world. Limiting this will mean city employees will depart in great numbers for employers that embrace and encourage employees to work i the way the is best for them without compromising job performance ”

“ I love that the City has acknowledged working remotely WORKS and makes sense to allow some version of this. I hope the employee can choose days that best suit their job duties to work remotely ”

“ concerns regarding the reclass process and the evaluation of the duties performed vs the duties that are included in the job description ”

“ more transparent reclass process that allows the employee to check the status of the request ”

“ Would be wonderful to be looked into, the last time the city looked they said there was no comparables, seriously? All bigger cities have mechanics ”

“ More involvement from employee asking for reclass. Seems like a behind closed doors process ”

“ The classification of positions should be reviewed by experts and compared to other jurisdictions before hiring for the position so reclassification isn't needed as often ”

“ My classification is amongst the lowest paid in our region. Our wages should be competitive with neighboring cities ”

“Lower premiums/copays”

“There is always a concern that healthcare will be truncated in a large or small way as soon as it can be done. The insurance companies are also complicit in that they no longer have to offer decent policies for the most part anymore, so we are always going to be in a bind. It always feels like no matter how much time goes by, strong efforts are going to be made by both the insurance companies and the providers (State, city, etc) to squeeze the benefits to be more expensive and to cover less”

“Insurance coverage for continuous glucose monitors (blood sugar meters) as preventative care. These devices monitor glucose levels throughout the day, which can help people maintain stable blood sugar levels which in the long term can help prevent developing chronic diseases such as pre-diabetes, type 2 diabetes, obesity, heart disease, stroke, dementia, infertility, and more. Currently these devices are not covered as preventive care, but coverage would allow glucose tracking for non-diabetic people, which could prevent and/or reverse insulin resistance and pre-diabetes”

“Health Savings Account (HSA)”

Other Concerns

- **Certification Premiums**

- **Clothing Allowance**

- **City-Issued Technology**

Need more workstations.

During the pandemic we have had more online video meetings and trainings and will probably be the trend going forward, we need more tools to do so.

- **Standby**

Need Callout vehicles

- **Staffing Issues**

Need more FTEs

- **Pay Scale/Salary**

Be competitive with neighboring cities

- **Long Term Care Insurance**

City to pay premiums or provide a long term care plan

- **Breaks**

Waive lunch breaks

- **Sick Leave**

Forced to use sick leave due to COVID exposure

- **Bereavement Leave**

Bereavement should be available to attend someone's funeral whether they are an immediate family member, relative or close friend.

- **Use of City Facilities**

- **Hazard Pay**

Safety concerns



Thank you!