



### UAPD Highlights

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| <b>Term</b>                             | Three-year term (July 1, 2015 to June 30, 2018)  |
| <b>Wages</b>                            | For Physician classifications, maintain parity with Nurse Practitioner classification.<br><br>For Non-Physician classifications:<br><br>Effective October 10, 2015: 3.25%<br><br>Effective July 1, 2016: between 2.25% and 3.25%, depending on CPI<br><br>In FY 2017-2018, the same wage increase as employees in bargaining units 7 and 8, except for possible reopener if that wage increase is lower than two percent (2%). |
| <b>Dentists Bonus</b>                   | Employees in class 2210 Dentist with over 16 years of City service as of July 1, 2015, will receive a one-time bonus of \$3,500.   |
| <b>Compensatory time</b>                | Employees may not accumulate CTO balances in excess of 160 hours, and may carry over 120 CTO into following fiscal year.   |
| <b>Employee development fund</b>        | Effective July 1, 2016, increase the employee development fund from \$117,500 to \$142,000 per year; effective July 1, 2017, increase the fund to \$167,000.   |
| <b>Long Term Disability</b>             | Effective January 1, 2016, change the Long-Term Disability benefit to the plan with a ninety (90) day elimination period.  |
| <b>Probationary Period</b>              | For PCS employees, probationary period of 12 months.   |
| <b>Control Point for Step Increases</b> | Establish a control point at an employees' first step increase, providing Department Head ability to deny the step increase absent certification of satisfactory performance.  |
| <b>Sick leave (12W Ordinance)</b>       | The union agreed to waive the sick leave ordinance under Administrative Code 12W.  |