



### UAPD Highlights

<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.  For Non-Physician classifications:  Effective October 10, 2015: 3.25%  Effective July 1, 2016: between 2.25% and 3.25%, depending on CPI  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.