

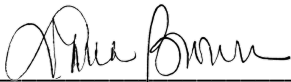
## **Management Response To MCIA Proposal dated 1-28-2021**

- Extend contract 18 months. (December 31,2023)
- No furloughs for FY 20/21.
- No layoffs for FY 20/21.
- July 4, 2021 raise deferred to 07-03-2022.
- June 19, 2022 raise deferred to January 29, 2023.
- Two additional unpaid days in FY 20/21. To be determined by employee.
- Additional 24 hours of personal leave per year for a total of 40 hours.
- 16 hours of outside career development per year for years 2021 and 2022. Subject to course approval. Registration/completion confirmation required. The request for such time off, if timely submitted by the employee, will be promptly approved by management unless the request would unduly disrupt critical operations.
- Agree to meet and confer on furloughs before implementation in any other year during the term of the contract.
- Resolve the Group Grievance issue regarding incorrect step placement of Inspectors.
- Modify Article 2.7 Employment Opportunities by adding the following:  
B. Employees shall be granted reasonable time off with pay for the purpose of taking promotional examinations/interviews when such examinations/interviews are given by the City and scheduled during the employee's normal working period; however, each employee entitled to such time off with pay shall give reasonable advance notice to their supervisor. Such time off with pay shall include travel time.
- Add the following paragraph to Article 4.2: A written reprimand or "Notice to Correct Deficiencies" may be sealed upon the written request of an affected employee if he or she has not been involved in any subsequent incidents that resulted in written corrective counseling or other management actions for a period of four (4) years from the date the most recent notice was issued, or management action taken.

- Add Section IV to 5.3: Whenever an employee works in at least four (4) hours in excess of the employee's regularly scheduled work shift on a normal workday, or at least four (4) hours in excess of an overtime work shift on a normal workday off, then the employee shall be paid an overtime meal allowance. Said overtime meal allowance shall be \$10.00.
- Modify Article 5.18 State Certification to allow Rehabilitation Construction Specialists to be eligible.

**Management reserves the right to add to, delete from, or otherwise modify these proposals.**

Tentative Agreement:



Dana H. Brown  
Employee Relations Chief

02/02/2021

Date



Johnny Yutronich, President  
Municipal Construction Inspectors Association

02/02/2021

Date