

## MUNICIPAL CONSTRUCTION INSPECTORS ASSOCIATION

Dear Brothers and Sisters,

The MCIA has been negotiating a salary re-opener with the City to make up for the wages we deferred. **We have reached a Tentative Agreement and we strongly recommend a yes vote.** The Tentative Agreement is listed below. Please return your vote immediately, it must be received by April 29<sup>th</sup> to be counted. Send any questions to [office.mcia@gmail.com](mailto:office.mcia@gmail.com).

1. Any bargaining unit member (“employee”) who is on active payroll status as of July 3, 2022, shall be paid a biweekly, Adds to Rate, non-pensionable bonus of three percent (3%) of the employee’s regular base rate of pay. The bonus shall:
  - a. Commence on July 3, 2022 (the beginning of pay period 2 in FY 2022-2023).
  - b. Cease on July 1, 2023 (the end of pay period 1 in FY 2023-2024).
2. The bonus shall be paid to an employee who is on active payroll status during the time period between (and inclusive of) July 3, 2022, through July 1, 2023.
3. The bonus shall be applied to an employee’s base rate of pay before any other bonus is applied, where applicable, i.e., a percent-based or premium level bonus. Other bonuses earned by an employee that are calculated on an employee’s base rate shall be calculated on top of this bonus, i.e., compounded.
4. This bonus shall be paid to a qualifying employee (per above) who promotes or transfers to a classification different than the employee’s classification during the time period that the bonus is paid as specified above, i.e., the bonus is attached to the employee’s Form 41.
5. Effective July 2, 2023, all base hourly rates for all classifications represented in MOU 05 shall be increased by three percent (3%).