CITY OF COUNCIL BLUFFS, IOWA AND
COMMUNICATION WORKERS OF AMERICA (AFL/CIO),
CLERICAL AND TECHNICAL EMPLOYEES
TENTATIVE AGREEMENT
March 14, 2023

For the contract beginning July 1, 2023, the parties agree to the following:

ARTICLE 1	**Agreement**	Delete, Permissive
ARTICLE 2	**Recognition**	Delete, Permissive
ARTICLE 3	**Exclusiveness of Agreement**	Delete, Permissive
ARTICLE 4	**Management Rights**	Delete, Permissive
ARTICLE 5	**Non-Discrimination**	Delete, Permissive
ARTICLE 6	**Wages**	
	Section 1 General Increase	Change as follows:

Across the board increases shall be granted during the term of this contract as shown in the table below:

Effective Date	07/01/~~2020~~**2023**	07/01/~~2020~~**2023**	07/01/~~2022~~**2025**
Increase	~~2.5%~~ **2.6%**	~~2.5%~~ **2.5%**	~~2.5%~~ **2.5%**
Appendix	B	C	D

	Section 2 Pay Progression	Current Contract
	Section 3 Position Reclassification to a New Pay Grade	Delete, Permissive

Other than the changes listed in this counteroffer, the City purposes current contract with respect to the pay schedule.

ARTICLE 7	**Longevity**	Delete, Permissive
ARTICLE 8	**Shift Differential**	Delete, Permissive
ARTICLE 9	**Grievance Procedure**	Delete, Permissive
ARTICLE 10	**Bulletin Boards**	Delete, Permissive
ARTICLE 11	**Printing of Contracts**	Delete, Permissive

ARTICLE 12	**Union Negotiating Committee**	Delete, Permissive
ARTICLE 13	**Savings Clause**	Delete, Permissive

CONTRACT SIGNATURES: The parties agree to a three-year contract under the terms described in Article 6 above.

APPENDIX A:

The City proposes removing the following job classifications from Appendix A as those positions are no longer filled:

Assistant Planner 15
Automated Fingerprint Identification Technician (part time) 26
Clerk Stenographer 08
Community Development Project Coordinator 22
Community Development Specialist 15
Electronics Technician 20
Fleet Foreman 21
Foreman 21
Public Health Nurse 20
Public Health Sanitarian 20
Records Technician II 10
Recycling Clerk 13
Rehabilitation Specialist II 20
Secretary 08
Solid Waste Management Education Coordinator 20
Zoning Enforcement Officer 20

The City proposes adding the following job classifications to Appendix A at the following rates:
Electrician/Controls Technician 20
Division Secretary (Part Time) at Pay Grade 12
Housing & Economic Development Planner at Pay Grade 22
Community Development Technician at Pay Grade 16
Solid Waste Support Specialist at Pay Grade 15
Code Compliance Officer at Pay Grade 20
Recreation Events Coordinator at Pay Grade 16

The City proposes changing the title of Account Clerk 11 to Account Clerk II (Clean Up).

The City proposes removing the Data Manager from Part Time.

SIGNATURE PAGE (PAGE 3/3)

CITY OF COUNCIL BLUFFS, IOWA AND COMMUNICATION WORKERS OF AMERICA (AFL/CIO), CLERICAL AND TECHNICAL EMPLOYEES TENTATIVE AGREEMENT

For the City	For the Union
For the City	For the Union
	For the Union
	For the Union
	For the Union
Date 3/14/23	Date

TA 3-14-23 Jamie Wurtzer 1:55 p.m.