

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT

Re: The Labor Agreement between the City of Madison and Teamsters Local 695

1. Wages:

- A. 0.0% increase effective the last pay period of 2014.
- B. 2.0% increase effective the last pay period of 2015.
- C. 3.0% increase effective the last pay period of 2016.
- D. 2.0% increase effective the last pay period of 2017.
- E. 2.0% increase effective the last pay period of 2018.

2. Health Insurance:

- A. City Contribution:
 - a. City's contribution shall be maintained for Health Insurance at 105% of the lowest cost premium.
 - b. Effective with the February 2016 premium (January 2016), the City's contribution will be 100% of the lowest cost premium.
- B. Healthcare Plan Design: The City may change from our current plan, with no out-of-pocket costs, to the "Option 4: Deductible Plan" when all other City employees move to this option.

3. Post-Employment Health Plan:

- A. For December 2015 an additional deposit of \$8,047.60. As a consequence thereof, the total escrow deposit for 2015 will be \$410,427.40 (\$402,379.80 deposited January of 2015 plus \$8,047.60 deposited December 2015).
- B. For December 2016 an additional deposit of \$12,312.82. As a consequence thereof, the total escrow deposit for 2016 will be \$422,740.22 (\$410,427.40 deposited January of 2016 plus \$12,312.82 deposited December 2016).
- C. For December 2017 an additional deposit of \$8,454.80. As a consequence thereof, the total escrow deposit for 2017 will be \$431,195.02 (\$422,740.22 deposited January of 2017 plus \$8,454.80 deposited December 2017).
- D. For December 2018 an additional deposit of \$8,623.90. As a consequence thereof, the total escrow deposit for 2018 will be \$439,818.92 (\$431,195.02 deposited January of 2018 plus \$8,623.90 deposited December 2018).

4. Work Rule Changes: Attendance changes will allow for fewer absences and "late to works" which will potentially reduce the total number of Operators needed by four (4) - six (6). Cost savings with this change are expected to be \$300,000.00 to \$350,000.00 over the term of the agreement. Additional changes also made to electronics policy.
5. Contract Length: The terms of the new agreement shall be from March 10th, 2014 until December 31, 2018.