



Below are the CMDMA proposals to the City:

| Section | Subject | Proposal |
|---------|----------------------------------|---|
| | Term | Three years (July 1, 2024 – June 30, 2027) |
| 1 | Job Classifications | <p>Mid-year (February 2025) market analysis for the following job descriptions:</p> <ul style="list-style-type: none"> • Energy & Sustainability Manager • Neighborhood Improvement Manager • Public Affairs Manager • Recreation Manager <p>Address Job Classification of Public Affairs Manager to be duty-specific, and if necessary break up classification to reflect Government Affairs Manager and Community Relations Manager</p> |
| 8 | Personnel Wellness Reimbursement | <p>Add language to the Professional Development section to include personnel wellness</p> <p>Broaden definition to include activities that support wellness: mental and physical health</p> <p>Increase reimbursement to \$1300 per fiscal year</p> |
| Add | Salaries and Wages (COLA) | <p>Effective the payroll that includes 07/1/2024, 3.75% increase for all classifications</p> <p>Effective the payroll that includes 07/1/2025, 3.75% increase for all classifications</p> <p>Effective the payroll that includes 07/1/2026, 3.5% increase for all classifications</p> |