

TA 4/21/2022 RAP  
2:30pm

COBEA Negotiations  
4/21/2022

The parties agree to current contract language on the following Articles:

**Articles**

- 2: Waiver and Scope
- 4: Management Rights
- 5: City Security
- 6: Non-Discrimination
- 7: Work Schedules
- 10: Coaching, Counseling and Formal Discipline
- 11: Grievance Procedure
- 12: Performance Evaluations
- 14: Payday
- 15: Personnel Records
- 17: Seniority
- 18: Leave of Absence
- 20: Sick Leave
- 21: Vacations
- 23: Retirement
- 24: Clothing, Uniforms, and Personal Safety Equipment
- 27: Outside Employment
- 28: Savings Clause