

City Proposal 3/12/21

**ARTICLE 1.
Duration**

This Agreement shall be effective upon ratification of the membership and approval of the City Council. All pay increases, leave, or changes in benefits, shall be implemented in accordance with the respective timelines outlined herein. The provisions of this contract shall only apply to those members who are City employees at the time of the signing of this agreement or hired after the signing of this agreement. This agreement shall remain in effect until the 30th day of September, 2026+, or until such time as it is superseded by a new agreement between the parties, whichever occurs later provided however, that in no event shall this Agreement continue in effect after September 30th 203429.

The City agrees that negotiations for the contract beginning October 1, 2026+ will commence no later than January, 2026+. The City and the Association agree to make good faith efforts to reach an agreement before October 1, 2026+.

Date: _____

For the City

For the Association