City to AFSCME Local 189 - IPR Comprehensive Mediation Proposal October 14, 2025

Remaining Open Articles:

Article #	Title	Summary of Position
1	Recognition	City Final Offer Proposal September 16, 2025
4	Union Representation	City Final Offer Proposal September 16, 2025
17	Family and Medical Leave	City Proposal June 17, 2025
19	Health and Life Insurance	City Proposal May 22, 2025
27	Professional Development	City Proposal April 23, 2025
33	Grievances	City Final Offer Proposal September 16, 2025
36	Effective Date	City Final Offer Proposal September 16, 2025
NEW	Retention	City Final Offer Proposal September 16, 2025
NEW	Protection of Bargaining Unit Work	Union Withdraws; City accepts withdrawal
NEW	Atypical Work Incidents and Trauma Training	City Final Offer Proposal September 16, 2025
NEW	Transition	City Mediation Proposal October 14, 2025
	Economics	City Final Offer Proposal September 16, 2025

Tentative Agreements Reached to Date:

Article #	Title	TA Date
1	Dues Check-Off	May 23, 2025

All Other Articles Remain Current Contract Language

New Article: Transition **ARTICLE XX – Transition**

Once the new Oversight system is implemented, the positions within the current IPR structure will slowly phase out. As this occurs, the following options will be available for employees in regular status at the time of transition:

1. **Notification:** The City will notify the Union at least six months in advance of proposed hiring for the new oversight system and provide copies of all job announcements and job descriptions as they become available.

2. The City will support IPR employees in applying to positions in the Oversight System in the following manner: (1) BHR Recruitment review and feedback, as requested by bargaining unit members, for a resume and cover letter for positions in the Oversight System that have substantially equivalent work; and (2) the City will offer all IPR employees an interview with the Director of OCPA prior to the Director conducting interviews with external candidates; or

3. The City guarantees placement into an existing vacancy or will create positions performing substantially equivalent work to IPR employees' current work and with a substantially equivalent pay range for IPR employees that will be available to IPR employees who opt not to apply to the Oversight System or who apply when their IPR position is ending or prior to that time and do not receive a job offer.

4. If the above options are not satisfactory, the employee will have access to Priority Reemployment to afford the employee access to posted vacancies;

5. If the options above are not satisfactory to the impacted employee, they may choose layoff. Choosing this option affords access to Career Transition Services (CTS) resources. If an employee chooses to take a layoff and seeks unemployment compensation, the City will not contest the claim.

6. If layoff is chosen by the employee, the City will notify the employee of the effective date of the layoff, and will provide the employee with thirty (30) days of paid administrative leave prior to the effective date of such layoff.

~~Within 90 days of the hiring of the OCPA Director, the parties agree to reopen this Article to negotiate the possibility of direct appointment to the OCPA positions.~~

Bargaining unit members and IPR management will meet to discuss which option bargaining unit members are likely interested in pursuing. The purpose of these meetings is to give the City and bargaining unit members time to explore options for substantially equivalent work. In referencing "substantially equivalent work," the City's intent is that the work be similar, but it will not be exactly the same. For example, IPR investigators currently investigate police misconduct and for those IPR bargaining unit members who do not get a job working for the new Oversight System, the offered "substantially equivalent work" could be as an investigator for BHR investigating complaints into City policy violations that are unrelated to police, or it could be other work that involves investigations. The City will make the final determination about what new positions are created that are substantially equivalent, provided the basic work is as described in the example provided in this article.

When an IPR bargaining unit member's work is close to ending, as determined by management, the bargaining unit member, BHR, IPR management, and a union representative (if requested by the bargaining unit member) will meet for the bargaining unit member to elect which option they will pursue.

Bargaining Notes:

1. Any reference to "employee" also means "bargaining unit member" for the purposes of this Article.
2. The City committed to finding equivalent positions in a budget note in FY 2021-2022 and remains committed to this. While the City is unable to commit future hire decisions of the new Oversight Board, the City's intent with this proposal is to live into this commitment. If a bargaining unit member is offered substantially equivalent work and does not accept it, then the City has met its requirement under this proposal.

3. The development of the Office of Community-Based Police Accountability (OCPA) will include new bodies of work and the creation of new positions that are distinct from the current work of IPR investigators and administrative staff. However, as the current work of IPR investigators and the existing duties performed by IPR administrative staff migrates to the OCPA the City will recognize those OCPA positions as AFSCME's work under a new bargaining unit.