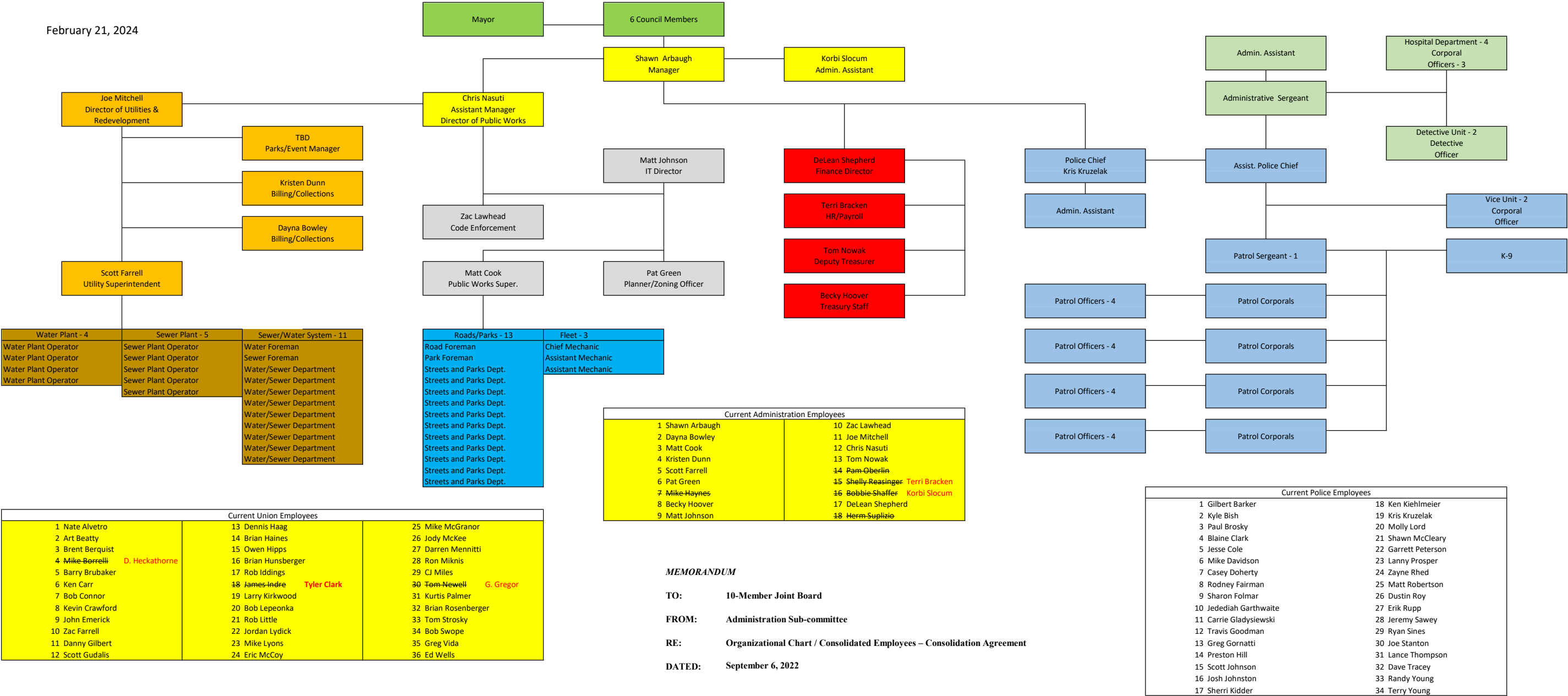


February 21, 2024



MEMORANDUM

TO: 10-Member Joint Board

FROM: Administration Sub-committee

RE: Organizational Chart / Consolidated Employees – Consolidation Agreement

DATED: September 6, 2022

The purpose of this memo is to seek Joint Board approval to include the attached organizational chart and language into the Consolidation Agreement that is required to be executed on or before November 30, 2022. The purpose of including these items into the Consolidation Agreement is to calm employee fears of job loss due to the consolidation, prevent the loss of valuable employees needed for a successful consolidation, and to allow the management teams to create and implement training plans and skillset improvement plans for a smooth transition into a consolidated entity.

Consolidation Agreement Language

The 10-member Joint Board hereby adopts the Consolidated Organizational Chart with the following conditions:

- The Organizational Chart can be amended to remove employees that are voluntarily or involuntarily separated before December 30, 2025.
- The Organizational Chart can be amended to add new positions and new employees as approved by the 10-Member Joint Board.
- The Organizational Chart can be amended to remove positions if economic conditions significantly deteriorate. If positions are removed, the 10-member Joint Board will make all attempts to keep employees and remove positions through
- Employees for foreman positions in the Public Works Department will be determined through the transition planning process.
- Employees for sergeant and corporal positions in the Police Department will be determined through the transition planning process.
- Employees for the Manager, Assistant Manager, Chief, and Assistant Chief positions will be determined through the transition planning process.