

**Labor Relations Objectives**  
**Adopted by Council September 23, 2014**  
***Revised by Council March 20, 2018***

1. Maintain fiscal responsibility by ensuring that fair and responsible employee compensation expenditures are supported by on-going revenues. (*Theme – Fiscal Responsibility*)
2. Continue to make progress in the area of long-term systemic pension cost containment and reduction, including reversing the unfunded pension liability trend and other actions consistent with State law. (*Theme – Cost Containment/Reduction*)
3. Continue to effectively manage escalating health benefit costs through balanced cost sharing and other means while maintaining comprehensive health care coverage for all eligible employees. (*Theme – Cost Containment*)
4. As necessary to attract and retain well qualified employees at all levels of the organization, provide competitive compensation as articulated in the City's Compensation Philosophy, including relevant local, statewide or national labor markets. (*Theme – Recruitment and Retention*)
5. Employee labor agreements will be negotiated in good faith, in a timely manner that avoids retroactivity provisions unless there is a compelling need. (*Theme – Cost Containment*)
6. Contract provisions shall take into consideration the City's ability to effectively and efficiently implement and administer them using the City's financial and human resources systems to ensure accuracy and compliance with federal, state, and local laws. (*Theme – Best Practices and Compliance*)