



## **REQUEST FOR ACTION**

### **Collective Bargaining Agreement: 2026-28 Rochester Professional Employees Association**

**MEETING DATE:**

**May 4, 2026**

**ORIGINATING DEPT:**

**Human Resources**

**AGENDA SECTION:**

**Consent Agenda**

**PRESENTER:**

**Tim Comstock**

### **Action Requested:**

Adopting a Resolution authorizing a Collective Bargaining Agreement (CBA) with the Rochester Professional Employees Association (RPEA) for the calendar years 2026-28.

### **Report Narrative:**

The attached documentation outlines the proposed collective bargaining agreement, which primarily includes:

- Disciplinary clarification;
- Probationary period clarification;
- Temporary duty clarification and pay differential;
- Clarification of promotional process and increases;
- Comptime payout provision;
- Reclassification clarification;
- Holiday changes;
- Vacation clarification;
- Clarification of benefits eligibility;
- Paid family medical leave (PFML) premium split;
- Clarification of MSRS eligible pay outs;
- Clarification of ESST usage and limitations;
- Revision of medical contributions;
- Simplified continuation of coverage language;
- Safety reimbursement increase;
- General wage adjustment of 4%, 3% and 2% for 2026-28 respectively;
- Increase in the minimum merit and lump sum amount;
- Addition of an election of remedies clause to grievance procedures;
- RPU System Operator pay clarification;
- Remove all outdated provisions, references and/or MOU's/MOA's; and
- Miscellaneous contract clean up and removal of gender pronouns.

### **Priorities & Foundational Principles:**

Fiscal Responsibility & Sustainability  
Quality Services

### **Policy Considerations & DEI Impact:**

The Rochester Professional Employees Association (RPEA) requested to negotiate the existing

Collective Bargaining Agreement with the City, which expired on December 31, 2025. In negotiations, the parties agreed upon the revisions contained in the attached Resolution, which renews the contract for a three-year period.

**Prior Legislative Actions & Community Engagement:**

A Collective Bargaining Agreement with the Rochester Professional Employees Association (RPEA), is adopted every three years. Negotiations were held on November 5, 2025; November 14, 2025; and December 19, 2025. Mediation was held on March 13, 2026.

**Fiscal & Resource Impact:**

The negotiated terms and conditions of employment are similar to what has been negotiated with other bargaining units.

**Alternative Action(s):**

No alternative actions are suggested at this time.

**Prepared By:**

Tim Comstock

**Attachments:**

[Cover Page](#)

[Exhibit - RPEA Collective Bargaining Agreement](#)

[Exhibit B - RPEA Collective Bargaining Agreement](#)

[Resolution - RPEA - Collective Bargaining Agreement](#)