

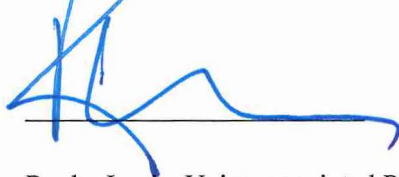
8. **Uniform Allowance:** The panel recommends the City's proposal of status quo.
9. **On-Call Pay:** The panel recommends the City's proposal of status quo.
10. **Shift Differential:** The panel recommends the City's proposal of status quo.
11. **Floating Holiday:** The panel recommends the Association's proposal of status quo.
12. **Holiday Pay:** The panel recommends the City's proposal of status quo.



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Paul D. Roose, Neutral Chairperson

Date: August 31, 2019



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Rocky Lucia, Union-appointed Panel Member

Date: September 3, 2019

☒ I concur with the following Recommendations:

☐ I dissent from the following Recommendations (see attached explanation):

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Donna Williamson, Employer-appointed Panel Member

Date: September 3, 2019

☒ I concur with the following Recommendations:

☐ I dissent from the following Recommendations (see attached explanation):