

Summary of AFSCME General Negotiations

The parties have tentatively agreed to a three-year Collective Bargaining Agreement (“CBA”) that will include the changes summarized below. Additionally, the parties agreed to incorporate the Memorandums of Understanding and Letters of Understanding (“MOUs/LOUs”) that were attached to the back of the CBA into the pertinent articles and other non-substantive clean up language changes.

Article 11 (Wages)

- Memorialize the MOU passed via R-2022-322, which provided a four percent increase and increased the pay ranges by four percent in October 2022; and provided all full-time employees with a one-time net payment of \$1,000 not applied to base pay; part-time employees received a pro-rated amount based on classification.
- In section 11.4, effective the first full pay period in October 2023 and October 2024, the pay ranges will increase by 3% each year.

Article 12 (Assignment Pay)

- In section 12.3, add that General employees temporarily assuming the majority of the duties of a Confidential employee shall receive 5% or minimum of the pay grade.
- In section 12.5, incorporate language from a LOU which states that if an employee is assigned to work in a higher classification for more than one full shift, the assignment pay will start the first day the employee is assigned to the higher classification. Additionally, Beach Safety employees assigned to work in a higher classification for one full shift on a recurring basis, will also be eligible for the assignment pay.
- New Section 12.7: Regularly scheduled part-time employees shall be eligible for seasonal assignments and paid in accordance with this Article.
- New Section 12.8: Leadworkers in charge of a crew or work unit consisting of at least two employees other than the designated leadworker, will receive 5% above their adjusted base rate of pay.

Article 13 (Certification Pay)

- In section 13.6, the Commercial Driver’s License (“CDL”) reimbursement increased from \$495.00 to up to \$2,200.00 per employee and revises the time period during which employees who have received such reimbursements are required to pay the City back, should they voluntarily leave City employment, from one year to two years.
- In section 13.10, certification pay for Beach Safety personnel certified as Emergency Medical Technicians (“EMT”s) increased from 2.5% to 5%.

Article 14 (Work Schedule and Overtime)

- In section 14.8, increase compensatory time accumulation from 40 to 80 hours and change the timeframe to use from 120 days to 180 days.
- In section 14.12(d), an employee in the police department who is certified and designated by the Chief of Police to train on a rotation basis, will receive an additional 5% when assigned trainer duties.

- In section 14.12(e), Crime Scene Technician can be assigned standby status on a weekly rotating basis and those assigned receive will receive an additional 4 hours of pay per week.
- In section 14.12(f), Public Utilities Department employees may be assigned standby at the discretion of the Director, and those assigned will receive an additional 5 hours of pay that pay period.

Article 17 (Performance Review and Merit Pay Increases)

- In section 17.1, if a probationary employee is dismissed from employment, such dismissal shall not be subject to the grievance procedure.
- In section 17.4, if the City determines there are internal equity compression impacts from a promotion, an increase higher than 5% or the minimum rate of the classification may be provided.

Article 18 (Pension and Pension Plan)

- In section 18.7(e), DROP participants will be considered active employees (instead of retirees) with regards to medical, dental, and life insurance contributions.
- In section 18.7(g), DROP account earnings will be calculated and posted into the employee’s drop account on a quarterly basis.

Article 23 (Work Uniforms and Laundry)

- In section 12.4(d), Community Service Officers will receive a cell phone stipend of \$50.00 per month or a city-issued cell phone.
- In section 23.5, stipulate a value of up to \$250 per year for work boots.

Article 24 (Health and Wellness Plan)

- New Section 24.2(b), the funding for the Health Reimbursement Accounts beginning in calendar year 2024 will be based on the employee completing a biometric screening along with a provider follow-up. The funding for the calendar year 2025 will be based on the employee completing a physical at the City’s Employee Clinic during the 2024 calendar year.
- New Section 24.9, employees will receive 2 paid workdays of Wellness Leave each year on a use-it-or-lose-it basis to be used within each fiscal year.

Article 32 (Holidays)

- In section 32.1, exchange Juneteenth for employee’s birthday holiday.
- In section 32.3, employees in specific classifications who are scheduled to work a holiday, may request to be paid for the holiday in lieu of receiving a floating holiday.
- In section 32.5, add new language from LOU stating 250 hours are the maximum accrual of banking of holidays for Beach safety employees.

Article 33 (Vehicles and Equipment)

- New Section 33.6, employees who are scheduled “on-call” will be provided a City take-home vehicle throughout their “on-call” assignment.

Article 34 (Bereavement Leave)

- Bereavement Leave will increase from 24 hours to 40 hours for Immediate Family members as defined in the Article.

Article 36 (Longevity Compensation)

- In section 36.1(a), the longevity compensation will change from continuous 10-15-20 years of service to a cumulative 5-10-12.5-15 years of service as follows:
 - 5 years of service = 5% (new)
 - 10 years of service changed from 5% to 3%
 - 12.5 years of service = 2.75% (new)
 - 15 years of service changed from 3% to 2%.
 - 20 years of service – removed.

Article 42 (Seniority)

- Add new Section 42.1(d), part-time employees who accept a full-time position, must terminate employment as a part-time employee and commence in the full-time position as a new employee with a new hire date and shall not maintain their seniority.
- Add new Section 42.1(e), add language from LOU re: part-time Ocean Lifeguards who accept full-time Marine Safety Officer positions maintaining their vacation and holiday accruals earned in the part-time role.

Article 46 (Shift Differential)

- Shift differential pay will be increased.

Article 48 (Educational Reimbursement Program)

- Add Section 48.1(d), Add language from LOU that states full-time Marine Safety Officers may be reimbursed for classes taken to obtain a paramedic certification under the provisions of this educational reimbursement program.
- In Section 48.1(e), increase the tuition reimbursement amount from \$1,800 to \$3,000.

Article 50 (Regularly Scheduled Part-Time Employees)

- In Section 50.2, regularly scheduled part-time employees who work an average of at least 30 hours per week will receive 12 hours of Wellness Leave; and will receive 30 hours of Bereavement Leave.
- In Section 50.3, regularly scheduled part-time employees who work an average of 15 to 30 hours per week will receive 8 hours of Wellness Leave; and will receive 20 hours of Bereavement Leave.