

Summary of AFSCME Professional Negotiations

The parties have tentatively agreed to a two year Collective Bargaining Agreement (CBA) that will include the Public Employees Relations Commission (PERC) Clarification Order 2018-002, changes to Articles to address ERP/Oracle, Pension Restoration, Health Insurance Reform, and Wage Increases as described below:

Article 4 (Payroll Deduction of Dues)

- In section 2, the Payroll Division will remit the sums to the Union Treasurer bi-weekly.

Article 11 (Pension and Pension Plan)

- Restoration for General Fund employees hired prior to October 1, 2011 and Enterprise Fund employees hired prior to March 5, 2014.

Article 14 (Sick Leave)

- Pro-ration of sick leave (i.e. based upon hours worked each pay period); In Section 6, death payments will be paid to the employee's beneficiary, if no beneficiary then the employee's estate.

Article 20 (Health and Wellness Plan)

- OAP premium contributions will change to 80/20% on January 1, 2020.
- Plan design changes.
- Wellness preventative physical (scan).

Article 21 (FMLA/Special Leave)

- During FMLA, accruals will be used in the following order: sick, vacation, comp, holiday, and blood time.

Article 24 (Vacations)

- Pro-ration of vacation leave (i.e. based upon hours worked each pay period).

Article 28 (Voluntary Demotions)

- In section 2(e), if the employee has not served a probationary period in the position they are demoting or lateralizing into, then they shall be required to serve a 6 month probationary period.

Article 30 (Performance Review and Merit Pay)

- Probationary reviews will be conducted 12 months from date of hire and performance reviews annually thereafter.

- Promotional probationary review will be conducted 6 months after the effective date of promotion and then annual performance review will be 12 months from the completion of the probationary review period.
- Parties agreed to modify the appraisal system (including competency changes and moving to a 7 point scale).

Article 32 (Wages & Longevity)

- 3% wage increase effective 10/01/2018.
- 2% wage increase effective 10/01/2019.
- Increase the pay ranges accordingly.
- Employees who were classified in the position of Procurement Contracts Officer, Telecommunications Coordinator, Economic Development Representative, Financial Analyst, and Public Relations and Graphics Design Coordinator, on August 8, 2018, will receive an additional 1.5% pay increase effective in the first full pay period after the ratification of this Agreement. These positions were included to the AFSCME Professional Bargaining Unit as part of PERC Order 2018-002.
- Full-time employees hired prior to the ratification of the CBA, and who are not eligible to benefit from the Pension Restoration described in Article 18, shall, in the first full pay period after the ratification, receive a one-time, lump sum, non-pensionable, gross payment of \$1,500.00.
- An employee's adjusted base pay will be comprised of wages and longevity; all other pays (i.e. enhancements) shall be calculated using the employee's adjusted base rate of pay – without compounding.

Article 33 (Assignment Pay)

- In section 1, change the timeframe to be eligible for assignment pay to “more than one full shift” and add that there will be no assignment pay during a declared emergency, “except as authorized by the City Manager, or designee”.

Article 34 (Regularly Scheduled Part Time Employees)

- Holidays: employees who average 30+ years will receive 6 hours per holiday; those who average 15-29 hours will receive 4 hours per holiday. Jury duty benefit will be available to PT staff that average at least 30 hours per week.