

Summary of AFSCME Professional 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 6 (Wages & Longevity)

- Memorialize the MOU passed via R-2022-323, which provided a 4% increase and increased the pay ranges by 4% 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 6.2, effective the first full pay period in October 2023 and October 2024, the pay ranges will increase by 3% each year.
- In section 6.6, 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 8 (Certification Pay)

- Remove certification for Microsoft Certified Solutions Developer and Add Oracle Enterprise Analytics Certification.

Article 11 (Pension and Pension Plan)

- Memorialize the LOU regarding DROP account earnings being calculated and posted into the employee’s drop account on a quarterly basis.

Article 17 (Bereavement Leave)

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

Article 20 (Health and Wellness Plan)

- New Section 20.2(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 20.10, 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 22 (Holidays)

- In section 22.1, exchange Juneteenth for employee’s birthday holiday.
- All floating holidays described in this article must be utilized within 365 calendar days following the day it is accrued.

Article 27 (Educational Reimbursement Program)

- Increase the tuition reimbursement amount from \$1,800 to \$3,000.

Article 33 (Assignment Pay)

- 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.

Article 34 (Regularly Scheduled Part-Time Employees)

- Regularly scheduled part-time employees who work an average of at least 30 hours per week will receive 12 hours of Wellness Leave; and those who work an average of 15 to 30 hours per week will receive 8 hours of Wellness Leave.