

## Summary of AFSCME Supervisory 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-2022-324, 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 (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 13 (Bereavement Leave)

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

### Article 16 (Health and Wellness Plan)

- In section 16.2(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 16.10, 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 18 (Holidays)

- In section 18.1, 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 22 (Educational Reimbursement Program)

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

Article 27 (Certification Pay)

- Employees in the classification of Marine Safety Captain and Marine Safety Chief shall receive a 5% differential for possessing and maintaining EMT certification.

Article 29 (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 30 (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.