

AFSCME Contract Change Summary for Council

Last Revision 11/1/2024

Article/Section	Proposal	Reasoning
Article 2 – Supplemental & LTD Employees	2.5 Limited Duration Employees: New section added	Clarity that LTDs are union members and agreement with on how and when LTDs can be utilized
Article 5 – Probation Period	5.1 Probationary Period: Increase probation period from six months to one year	HR has been wanting this since previous negotiations; creates consistence of probation duration; assists with employee relations issues
Article 8 – Rates of Pay	8.3 Experience Recognitions Bonus: Increase from \$2,000 to \$2,400	Retention
Article 10 – Vacation Payout at Retirement	10.5 Vacation Payout at Retirement: New section added in which retirement vacation payout must be added to the employee’s HRA VEBA	Language incorporated from MOU
Article 11 – HRA/VEBA Payroll Deductions	11.4 Qualified HRA (Such as VEBA or other Vehicle): Payroll deductions of \$50 per paycheck, with a \$5 per pay increase each year starting in 1-1-26.	Language incorporated from MOU;
Article 12— Sick Leave and Bereavement Leave	12.2 Sick Leave Retirement Bonus: <ul style="list-style-type: none"> • Sick leave payout added to HRA VEBA • Upon death only increase sick leave payout from 25% to 100%. 	Language incorporated from MOU and morale due to death
Article 14 – Hours of Work and Overtime	14.12 Training and Travel: Expense process defined	Incorporate from Finance Handbook to create clarity on how travel and training will occur
	14.5 Compensatory Overtime: Max hours between both comp banks 160, anything in special events comp will be moved to regular comp at the end of the year, if over 160 it will be auto cashed out.	Provide compensatory time for Snow/Ice, Derby Days, and /or Redmond Lights
Article 15 – Discipline	15 Discipline: Update each subsection with language clarification	How to address employee relations issues
Article 18 – Terms of Contract	18 Term of Agreement at 3 years	Contract length for 2025-2027

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Appendix A Wages	A.1 – A.3 Salary adjustments: 2025 = 5.2% flat rate 2026 and 2027 = CPI-W First Half with a 2% minimum and 5% maximum	Cost of Living Adjustments
	A.6 and A.7 Regular Pay Plans - remove Meter Reader and Source Control Administrator from this union	Meter Reader body of work no longer exists; Source Control Administrator body of work moved to RCHEA
	A.8 Last Day Worked: Can use vacation (or approved sick leave) to extend separation for up to two weeks	Frees up FTE and reduces separation costs; creates clarity for HR staff to administer
Signing Bonus	<p>One-time payment in exchange for:</p> <ul style="list-style-type: none"> • Obtaining first half CPI-W instead of June to June • Eliminating the Source Control Administrator classification • Extending the probation period to 12 months (from 6 months) • Adding vacation out parameters into the CBA (not working longer than two weeks using vacation or sick) • Clarifying “performance expectations” retention in the personnel file • Adding limited duration language into the CBA (how to use LTD employees) 	<p>Gains for the City and to encourage union members to approve the new CBA.</p> <p><i>Note...this language is not added into the CBA but is an MOU because the one-time payment is specifically for voting in favor of the new CBA.</i></p>