



DATE: January 26, 2015
TO: Mayor, City Council, City Manager
FROM: Kay E. McAloney, Director of Human Resources
RE: Ratification of AFSCME Local 2828 Technical Labor Contract

Following several meetings and negotiations we have reached an agreement with AFSCME Technical (Local 2828) for a three-year labor agreement for 2015-2017. The City Council is requested to ratify the agreement.

The following provides background and highlights of the agreement. The employees represented by AFSCME have approved the agreement and City Council ratification is recommended.

Wages

The contract is for three years and includes a general base wage increase of 2.5%, effective January 1, 2015, and a general base wage increase of 2.5%, effective January 1, 2016, and a general base wage increase of 2.75%, effective January 1, 2017. The pattern for wages is consistent with that of the unrepresented employees.

Medical Insurance

2015 – Employer contribution up to \$1,300/month; 2016 – Employer contribution up to \$1,365/month; 2017 – reopener.

VEBA

Although no language is in the labor agreement, the following contribution change has been agreed to by the parties for those employees with the high-deductible plan:

- 2015 – Increase from \$1,150 to \$1,700 per year
- 2016 – Increase from \$1,700 to \$1,750 per year.
- 2017 – reopener

Hours, Assignment and Wages and Miscellaneous

10-day notice when changing a work schedule for more than one month, effective January 1, 2015.

2015 – increase in uniform allowance for Animal Control Coordinator from \$650 to \$675/year

Field Inspections – reimburse safety shoe allowance up to \$125 per year for those employees required to wear “safety” shoes effective January 1, 2015.

Assessing – increase AMA designation from \$175/month to \$200/month and SAMA designation from \$375/month to \$400/month effective January 1, 2015.

Tuition Reimbursement – delete reference to Environmental Health only for Master’s Degree.

Add Fire Department in Article 2 because Fire Inspectors are Fire Department employees.