



AFSCME Collective Bargaining Agreement Ratification Ordinance

Bureau of Human Resources, City Operations Service Area

March 20, 2025



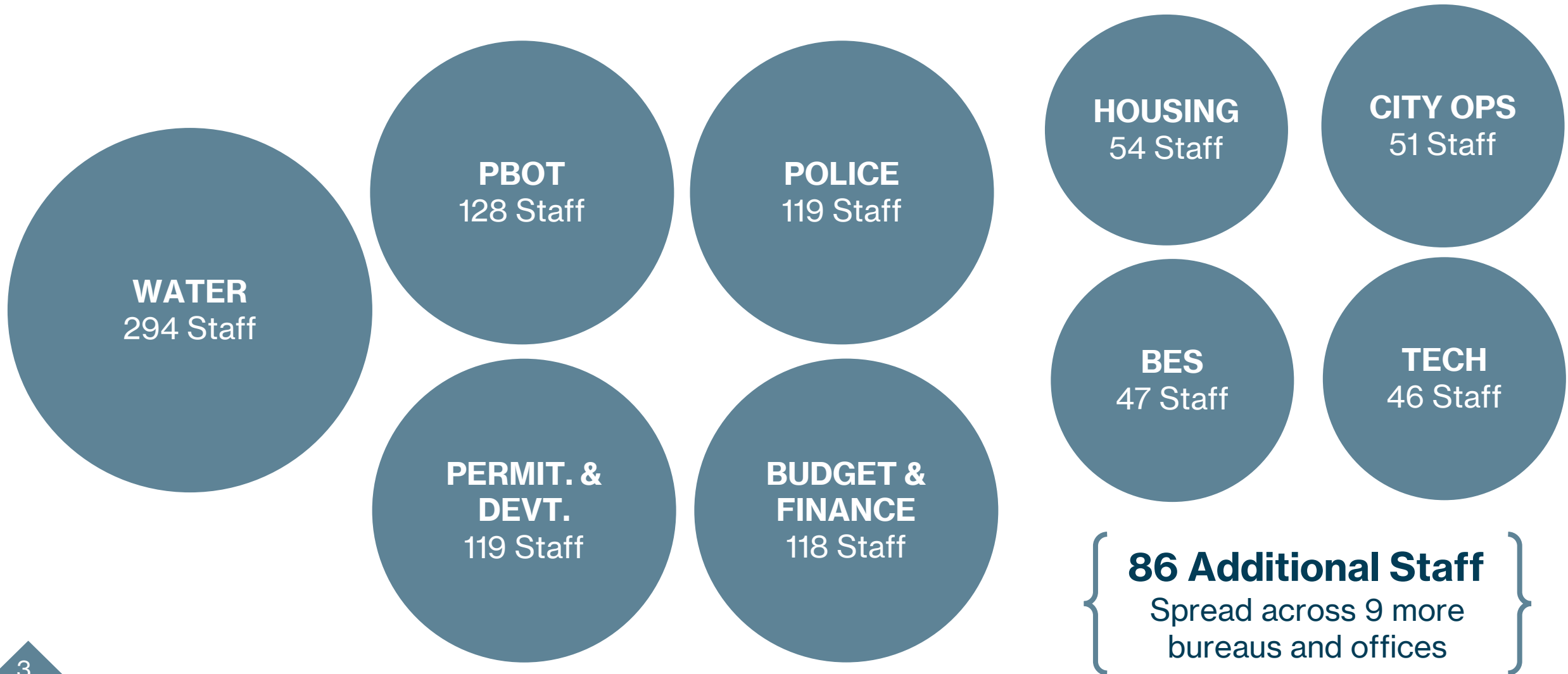
AFSCME 189 CBA

American Federation of State,
County and Municipal Employees Local 189



January 1, 2025 – December 31, 2027

Snapshot of AFSCME: 1,040 City Employees



AFSCME CBA Highlights

Wages, Premiums, Shift Diffs & COLA

- Wage Parity for shared classifications
- Minimum 1% increase upon ratification
- 2% Longevity Premium
- 5% Police ID Tech Premium
- Increased Shift Differentials
- Two 1% across the board increases

Leave Accrual & Usage

- 3 additional personal days for fully in-person employees
- New employees can utilize personal and sick leave after 30 days of employment
- Yearly opportunity to cash out vacation days
- Employees working remotely during Citywide Closure remain in paid status during internet/power outage

Management & Union Rights

- 2 FTE may be on full-time Union Leave/Union Paid
- Establish a process to specialize Business Systems Analysts
- Management may grant status when reclassifying a position
- Laid off employees returning to City service outside the recall process within 6 months maintain wages

AFSCME Contract: Costing Breakdown

	1/1/25-6/30/25	FY 25/26	FY 26/27	FY 27/28
Increased base wages	1,193,693	2,327,622	3,237,901	4,205,605
New and increased premiums	75,154	150,741	152,384	153,736
Longevity pay	372,532	829,171	959,914	1,102,963
Additional personal holidays	323,658	652,086	662,768	671,615
Increased clothing allowance	-	42,200	42,200	42,200
Increase to budgeted costs for currently vacant position	164,060	319,278	414,348	536,873
Increases to COLA and wage-driven benefit costs	805,653	1,662,911	2,283,766	3,320,512
Water Treatment Operator LOA costs	118,439	-	-	-
Lump sum payments to members in classifications shared with PCL	920,000	-	-	-
Classification & Compensation Study	-	-	131,250	43,750
Total	3,973,188	5,984,008	7,884,531	10,077,255

Questions





DCTU Collective Bargaining Agreement Ratification Ordinance

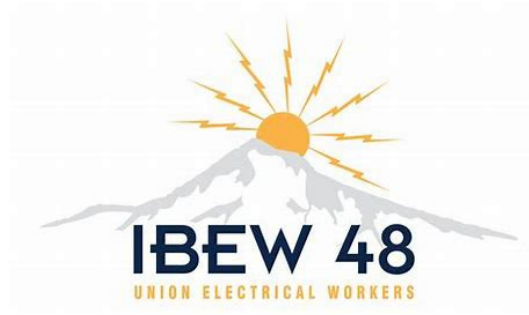
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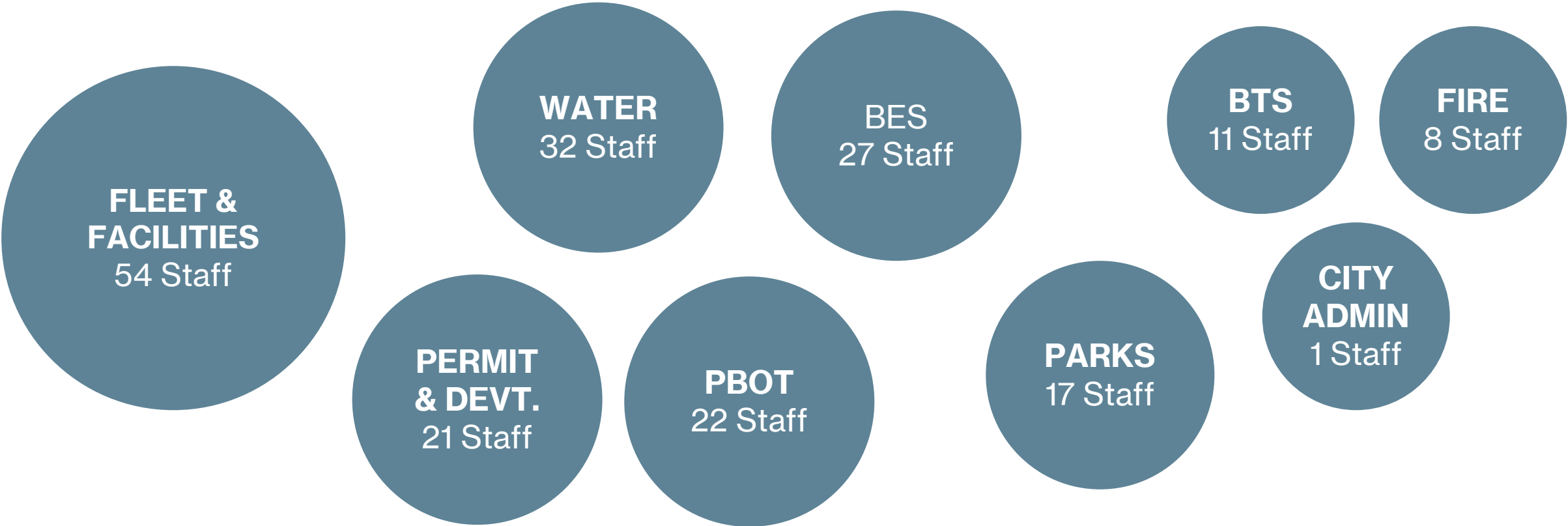


DCTU CBA

District Council of Trade Unions



Snapshot of DCTU: 193 City Employees



District Council of Trade Unions CBA Highlights

Wages & Premiums

- Wage Parity for shared classification (FMT)
- Minimum 1% increase
- 2% Longevity Premium
- 3% Mobile Vehicle & Equipment Mechanic
- Increased minimum call back time to 3.5 hours
- Standardized stand by wages to 24 hours per one week (seven consecutive days)

Leave Accrual & Usage

- 3 additional personal days for fully in-person employees
- Hour-for-hour deferred holiday during Citywide Closures for Essential Employees

Management & Union Rights

- Union Leave, City Paid limited to 1,040 hours total between the affiliates
- Grievances not advanced by the Union considered withdrawn
- Limit Essential Employee deferred holidays during sustained closures

DCTU CBA: Costing Breakdown

	1/1/25-6/30/25	FY 25/26	FY 26/27	FY 27/28
Increased wages	286,891	573,731	962,173	1,320,782
New and increased premiums	40,979	82,150	83,026	83,703
Standby and callback changes	49,051	98,188	108,870	118,748
Longevity pay	-	175,184	179,536	183,065
Additional personal holidays	102,994	207,985	213,816	218,396
Increased clothing and tool allowances	-	41,850	41,850	41,850
Increase in budgeted cost for currently vacant positions	62,336	139,827	215,872	288,937
Increases to COLA and wage-driven benefit costs	167,970	477,603	704,961	1,041,906
Total	710,220	1,796,519	2,510,105	3,297,387

Questions

