



# AFSCME Collective Bargaining Agreement Ratification Ordinance

Bureau of Human Resources, City Operations Service Area

March 20, 2025



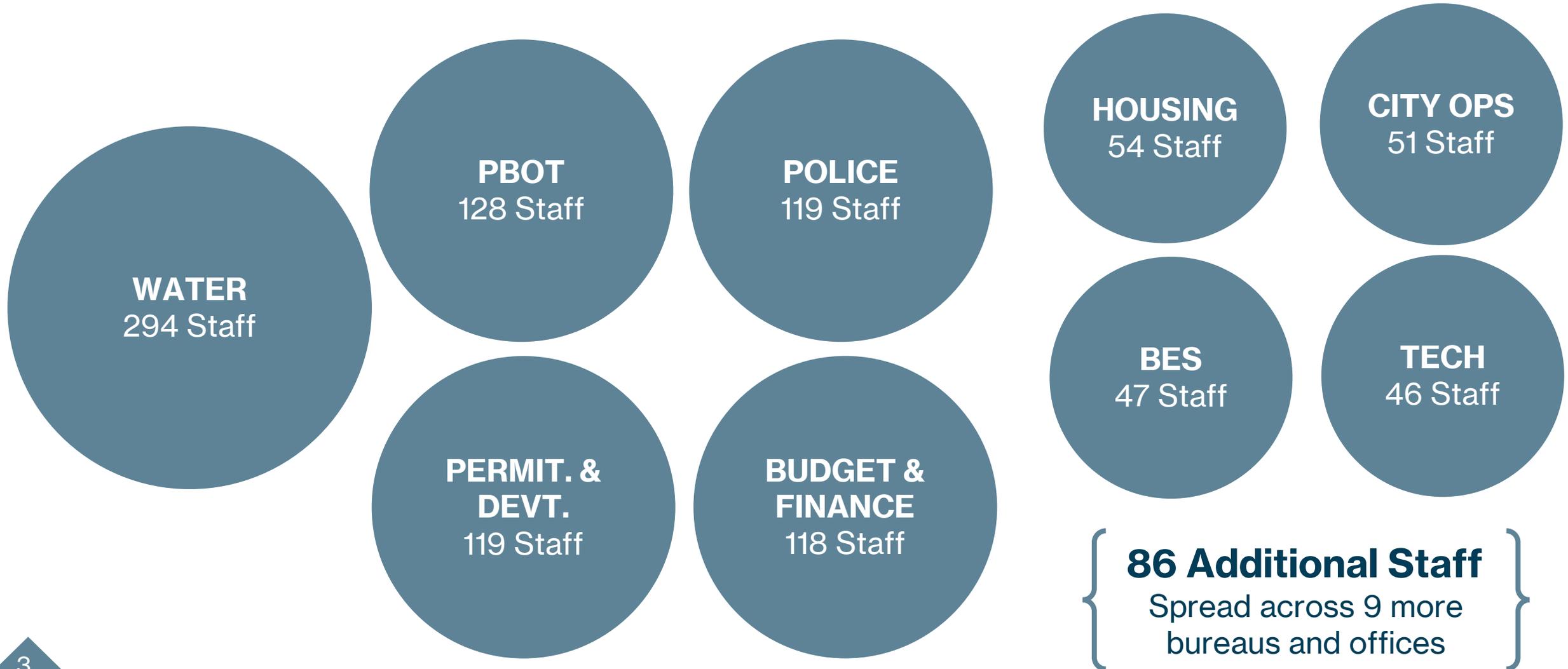
# AFSCME 189 CBA

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

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

# Questions





# DCTU Collective Bargaining Agreement Ratification Ordinance

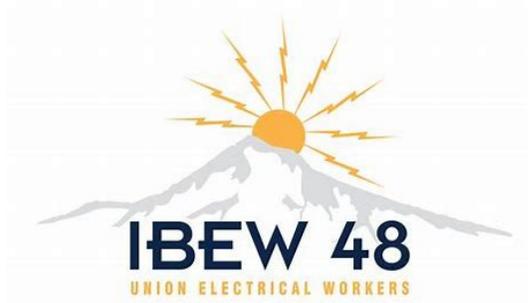
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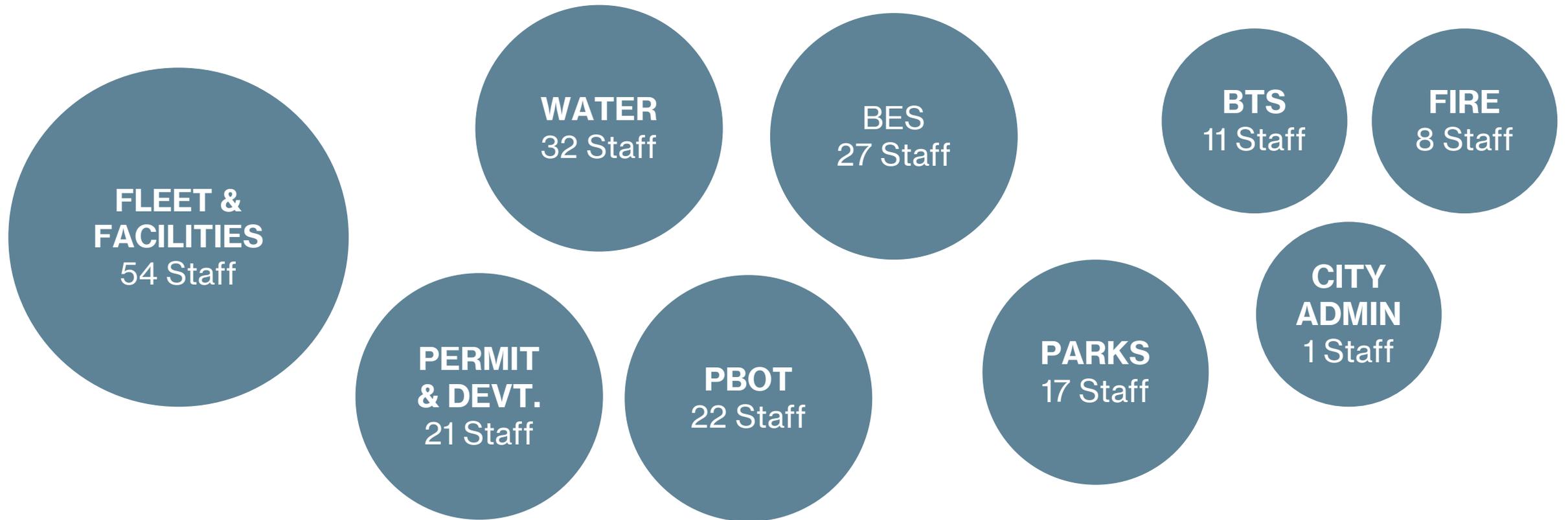


# DCTU CBA

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

# Questions

