

## **OVERVIEW OF FY18 COLLECTIVE BARGAINING AGREEMENTS**

### **AFSCME 3162 (Clerical and Technical)**

There will be a 1% cost of living adjustment for Fiscal Year 2018 effective January 1, 2018.

An additional longevity step (step 11) will be provided at 2.5% effective at 20 years of service effective 7/1/18.

Eligible employees shall receive one day's pay for each of the recognized City holidays on which they perform no work. If an employee works on any recognized city holidays, he or she shall be paid one and one half (1 ½) times his or her hourly rate for all hours worked in addition to his or her holiday pay.

City will provide uniforms for those positions that require uniforms.

### **AFSCME 3406 (Trades, Maintenance and Labor)**

There will be a 1% cost of living adjustment for Fiscal Year 2018 effective January 1, 2018.

An additional longevity step (step 11) will be provided at 2.5% effective at 20 years of service effective 7/1/18.

Eligible employees shall receive one day's pay for each of the recognized City holidays on which they perform no work. If an employee works on any recognized city holidays, he or she shall be paid one and one half (1 ½) times his or her hourly rate for all hours worked in addition to his or her holiday pay.

### **IAFF 1926 (Fire)**

There will be a 1% cost of living adjustment for Fiscal Year 2018 effective January 1, 2018.

An additional longevity step (step 12) will be provided at 5.361% effective at 22 years of service effective 7/1/17.

Leave accrual change to add ½ shift to first two leave groups (6 shifts for 1-3 years and 7 shifts for 3-10 years).

Employees shall receive one half hour extra pay for all hours worked between 8 am and 4 pm on any City Holiday.

The City shall pay a \$500 bonus for employees below the rank of Lieutenant who have held ALS certification while employed by the City of Annapolis for the previous 12 consecutive months, payable January 1, 2018.

The City shall pay a \$1,500 bonus for employees with the rank of Lieutenant who have held ALS certification while employed by the City of Annapolis for the previous 12 consecutive months, payable January 1, 2018.

Promotional lists will be two years in duration.

### **UFCW 400 (Police)**

There will be a 1% cost of living adjustment for Fiscal Year 2018 effective January 1, 2018.

An additional longevity step (step 11) will be provided at 5.361% effective at 17 years of service effective 7/1/17. An additional longevity step (step 12) will be provided at 5.361% effective at 22 years of service effective 7/1/18.

Christmas and New Year's Day Holiday: Employees scheduled to work on Christmas and New Year's Day, who actually work, shall be paid an extra half time pay for all hours worked on the holiday date. This shall not affect or be added to the overtime pay for employees forced to work who were not regularly scheduled to work on that holiday.

Any employee of APD who refers a police officer candidate to the Employer will receive a \$2,500.00 Recruiting Bonus if the referral is hired by the Employer as a Police Officer and remains on active duty for a period of twelve months. The referral bonus will be paid within 30 days of the referral's one year anniversary with the Employer.

Promotional lists will be 18 months in duration and will be in effect such that there is a list in place before the expiration of the prior list.