Mayor and Aldermen of the City of Annapolis

And

Local 3162, AFSCME (Clerical and Technical)

City's Best and Final Offer
June 15, 2018

The City reserves the right to add to, delete from and change these proposals in accordance with the ground rules agreed upon by the Parties.

CITY'S PROPOSALS:

1. Article XVIII: Pay

A. There will be cost of living adjustments as follows:
   a. 2% effective July 1, 2018
   b. 2% effective July 1, 2019
   c. 3% effective July 1, 2020
   d. 3% effective July 1, 2021

B. Employees who are eligible for step increases will receive step increases of 5.361% on their anniversary date.

~~If there are any additional increases in wages constituting across-the-board cost-of-living adjustments (AS OPPOSED TO WAGE INCREASES RESULTING FROM JOB RECLASSIFICATION, PROMOTIONS, MERIT INCREASES, PENSION CONTRIBUTION ADJUSTMENTS, OR THE LIKE) over and above those stipulated above offered to and accepted by any of the other unions representing employees of the City of Annapolis, an equal increase will be offered to the Union. The parties agree that this clause does not apply to any wage enhancement given to other union-represented employees as a result of a judicial or arbitral order.~~

The establishment and payment of longevity increase for seven (7) years in 1988 and twelve (12) years in 1989, as well as the previously established increase for fifteen (15) years will not affect the normal step (merit) increases to which any employees are entitled. Longevity Step 11 negotiated in FY18 for July 1, 2018 effective date will increase from 2.5 to 5.361%.

2. Article VII: Seniority

Section 7.4 -- Work Force Changes

New or Temporary Job Openings:

Temporary job openings are defined as those openings which occur because of the absence of the employee assigned to the job, or those openings which occur because of an overload of work for a short period of time.

Temporary job openings may be filled by Employer assignment or reassignment in the form of a temporary promotion.

An employee who is required to work above the employee's classification for ~~two hours~~ **at least one regular workday will be compensated at the 5% above the employee's current rate of pay**; provided that the employee will not be paid at a higher rate when working above the employee's classification if the work is done for training proposes

meaning another employee or supervisor is also there.

No employee temporarily assigned to a higher classification shall fill permanently a job made available due to approved leave.

3. **Article X: Sick Leave**

Section 10.5 Leave Sell Back:

If an employee has a leave balance of 16 or more annual days ~~and~~ **OR** 16 or more sick days on December 1st of any year, the employee has the option, in his or her sole discretion, to sell back to the City no more than five annual leave days. The employee must request the sell back in writing on or before December 20th. The City shall pay the employee at their current rate of pay for the five days and deduct the days from the employee's accumulated total.

4. **Article XI: Other Leave**

Section 11.2 Bereavement ~~Funeral~~ Leave

A. Upon approval by the department, an eligible full-time employee shall be granted time off with pay at his straight time rate, not to exceed three (3) ~~consecutive, uninterrupted~~ scheduled workdays, ~~if needed,~~ upon the death of an immediate family member.

B. The employee's immediate family shall be defined as the employee's spouse, ~~domestic partner~~, father, **stepfather**, mother, **stepmother**, legal guardian, son, **stepson,** daughter, **stepdaughter,** brother, **stepbrother,** sister, **stepsister, brother-in-law, sister-in-law**, grandparent, grandchildren, father-in-law, and mother-in-law.

A. Article XV

Section 15.1 –Health and Welfare Benefits

A. Cost-sharing percentage for medical, prescription, dental, and vision benefits will be 80% for the City and 20% for the employee **until July 1, 2020 when the Cost-sharing percentage for medical, prescription, dental, and vision benefits will be 75% for the City and 25% for the employee.**

F. **In any fiscal year that the Net Position in the Health Insurance Fund is anticipated to exceed 10% of estimated expenses, the City will provide a premium holiday to the employee in proportion to the employee/employer cost share percentages in effect at the time of the premium holiday.**

B. **Article XXVII: Duration of Agreement**

This Agreement effective will be effective July 1, 2018 through June 30, 2022. Thereafter, it shall be self-renewing for one-year periods, unless written notice of intention to modify the Agreement is given by either party (City or Union) to the other not later than January 15th of calendar year in which the Agreement expires.

Last page. Change name of Mayor to Gavin Buckley.

For AFSCME 3162

For City of Annapolis