

Summary of Changes to our collective bargaining agreement with the American Federation of State, County and Municipal Employees (AFSCME)

1. This is the successor agreement to our collective bargaining agreement (CBA) with AFSCME, which expires on December 31, 2015. This is a three year contract that will end on December 31, 2018.
2. We made a variety of house-keeping changes such as changing “pagers” to “telephones” and integrating MOUs into the contract itself. However, both sides wanted to concentrate on healthcare benefits and wages, so the only major changes to the existing CBA were in those areas.
3. All employees will move to new insurance plans (Regence 250 or Group Health \$20 Co-pay) beginning in 2016. (Our current plans will no longer be offered by AWC starting in 2018). These plans have lower premium costs for the City and employees, but have a deductible and higher out of pocket maximums. To offset some of the cost to employees, we will provide a \$350 bonus to them in 2016 and a \$450 bonus in 2017. There will be no bonus in 2018.
4. For 2016 and 2017 the City will pay 100% of the premium cost for the employees’ insurance coverage, and will continue to pay 85% for their dependents’ coverage. For Insurance II members (those hired after January 1, 2013), we will pay 100% of the premium cost for the employees’ insurance coverage for the lowest cost plan. For 2018 the employee will again pay 5% of the employee premium cost
5. As of January 1, 2016, married employee couples covered by our insurance will no longer be eligible for the \$250 insurance waiver given to employees whose spouses waive access to the City insurance plan.
6. All other parts of the current insurance agreement remained the same.
7. Wages will be adjusted as follows:

January 1, 2016-2-4% based on sales tax revenue

January 1, 2017-2-4% based on sales tax revenue

January 1, 2018-1-4% based on sales tax revenue

For 2016-17 the following applies:

Gross Sales Tax increase over prior year	Pay Range Increase
<4%	2%
4-6%	3%
>6%	4%

For 2018 the following applies:

Gross Sales Tax increase over prior year	Pay Range Increase
≤2%	1%
>2-4%	2%
>4-6%	3%
>6%	4%

This is calculated annually in December for application in the upcoming year and shared with the union. The information is posted monthly on the City Website. It is effective on 1/1 of the upcoming year and is reflected on the second pay check in January.

8. We modified the CDL language to make clear we no longer will pay employees to obtain CDLs. We will reimburse employees for license fees (except WDLs) and required health exams related to their CDLs at the vendor rate.