

**AFSCME
ECONOMIC AGREEMENTS SUMMARY
January 4, 2019**

The City and the Union are currently negotiating the labor contract for the period January 1, 2019 – December 31, 2021. The following summarizes the proposed agreement:

	ITEM	AGREEMENT	ESTIMATED ANNUAL COST INCREASE
1	COLA + Add Pays	2019: 2% COLA 2020: 1% Min/4% Max Tied to CPI-U (used 2.97% for calc) 2021: 1% Min/4% Max Tied to CPI-U (used 2.97% for calc)	\$ 179,859 \$ 278,856 \$ 289,586
2	Payroll Taxes on Increases	2019: 2020: 2021:	\$ 13,759 \$ 21,332 \$ 22,153
3	Benefits	2019: 2020: 2021:	\$ 66,476 \$ 102,924 \$ 106,873
4	Footwear Allowance	2019: 2020: 2021:	\$ 6,950 \$ 6,950 \$ 6,950
5	Tool Allowance	2019: 2020: 2021:	\$ 900 \$ 900 \$ 900
6	2019	TOTAL: As a percentage of annual payroll:	\$ 267,944 2.06%
7	2020	TOTAL: As a percentage of annual payroll:	\$ 410,962 3.02%
8	2021	TOTAL: As a percentage of annual payroll:	\$ 426,462 3.02%