

AFSCME, LOCAL 618-O, AFL CIO
ECONOMIC AGREEMENTS SUMMARY
January 1, 2025 - December 31, 2027

The City and the Union are currently negotiating the labor contract for the period January 1, 2025 – December 31, 2027. The following summarizes the proposed agreement:

ITEM	AGREEMENT	ESTIMATED ANNUAL COST INCREASE
COLA on Salary		
	2025: 3.8%COLA, Adoption of new pay table & additiona of Court Services FTE	\$ 524,855
	2026: 2.5% Min/4.0% Max Tied to CPI-U *	\$ 689,870
	2027: 2.5% Min/4.5% Max Tied to CPI-U *	\$ 805,968
Increase of Benefits		
	2025	\$ 9,477
	2026	\$ 121,210
	2027	\$ 141,609
2025	TOTAL: As a percentage of annual payroll	0.03%
2026	TOTAL: As a percentage of annual payroll	0.42%
2027	TOTAL: As a percentage of annual payroll	0.47%

2025 Salary Estimate	\$	28,198,946.20
2026 Salary Estimate	\$	28,992,324.88
2027 Salary Estimate	\$	29,939,900.94

*COLA on base salary increase estimated 4 % for 2026 and 4.5% for 2027.

These calculations are based upon 242 employees - this includes recent adopted Court employees
 Estimated Annual Cost Increase includes new longevity table and boot/clothing allowance