

**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
<b>COLA on Salary</b>		
	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
<b>Increase of Benefits</b>		
	2025	\$ 9,477
	2026	\$ 121,210
	2027	\$ 141,609
<b>2025</b>	TOTAL: As a percentage of annual payroll	0.03%
<b>2026</b>	TOTAL: As a percentage of annual payroll	0.42%
<b>2027</b>	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