

City of Venice, changes to AFSCME collective bargaining agreement for fiscal Years 2018 & 19

ARTICLE 15 EMPLOYEE BENEFITS AND RIGHTS (NO OTHER CHANGES PROPOSED TO ARTICLE 15)

For the second year of this Agreement, on the first day of payroll in the first full pay period in October, 2017 (effective date for year two)~~Effective the date of ratification by the parties (the effective date)~~, a participating Employee shall pay the following monthly premium contribution by payroll deduction based on the following scale for employee (single) health insurance coverage and the latest available actuarially determined fully-funded rates:

For individual coverage:

Base Salary

Less than ~~\$37,260~~\$38,564 = 6% of the individual fully-funded rate

Base Salary Range

~~\$37,260 - \$38,564~~\$47,610 - \$49,276 = 11% of the individual fully-funded rate

Base Salary Range

~~\$47,611 - \$49,277~~ - ~~\$57,960~~\$59,988 = 22% of the individual fully-funded rate

Base Salary

More than ~~\$57,960~~\$59,988 = 26% of the individual fully-funded rate

For the third year of this Agreement, on the first day of payroll in the first full pay period in October, 2018 (effective date for year three), a participating Employee shall pay the following monthly premium contribution by payroll deduction based on the following scale for employee (single) health insurance coverage and the latest available actuarially determined fully-funded rates:

For individual coverage:

Base Salary

Less than \$39,914 = 6% of the individual fully-funded rate

Base Salary Range

\$39,914 - \$66,523 = 11% of the individual fully-funded rate

Base Salary Range

\$66,524 - \$62,088 = 22% of the individual fully-funded rate

Base Salary

More than \$62,088 = 26% of the individual fully-funded rate

ARTICLE 16 WAGES

Section 1. Pay Plan. Base Pay Increases. For the ~~first~~ second year of this Agreement, full-time probationary and nonprobationary employees on the first day of payroll in the first full pay period in October, 20167 ~~-(the effective date~~ for year two) shall receive a base pay increase equivalent to 3.5% of their annual base salary. Part-time employees shall receive a corresponding pro-rata base pay increase based on their weekly work schedule on the effective date. These base pay increases shall be effective on the effective date for year two. ~~For the second and third years of this Agreement, there shall be reopeners for Wages.~~ For the ~~first~~ third year of this Agreement, full-time probationary and nonprobationary employees on the first day of payroll in the first full pay period in October, 20168 ~~-(the effective date~~ for year three) shall receive a base pay increase equivalent to 3.5% of their annual base salary. Part-time employees shall receive a corresponding pro-rata base pay increase based on their weekly work schedule on the effective date. These base pay increases shall be effective on the effective date for year three.

Section 2. General Description. Employees hired on or after October 1, 2015 shall be placed into a pay plan using the pay range for their position, but with no steps. Employees hired before October 1, 2015 will remain in a step pay plan which consist of forty (40) grades. Each grade contains twelve (12) steps. As currently constructed, no one can attain a base rate of pay higher than Step 12 of their respective grade. There is a 3.5% spread between grades (vertical) and between steps (horizontal). There is a range of 46% between the minimum and maximum pay rate of each grade. Any reference to steps in this Agreement is suspended for the remainder of this Agreement ~~and cannot be included in Wage reopeners for years two and three of this Agreement.~~ For the ~~first~~ second and third years of this Agreement, pay ranges will increase by 3.5% on the effective dates so that employees who are at or above the maximum of their pay range shall receive a 3.5% base pay increase, like employees who are within their pay ranges.

Section 3. New Employees. New ~~B~~bargaining unit employees ~~who are hired after the effective date of this Agreement~~ shall normally start at the entry level of their respective grade in the Pay Plan. However, the City will have the right to hire at up to the top of the bottom quarter of the pay range on a case by case basis. In any event, the individual being hired will not be granted a rate of pay higher than that of any other employee already classified in that position title.

Section 4. Promotions. Employees promoted to a position in a higher grade will be advanced to the pay rate in the new grade which assures a raise which is equivalent to 3-1/2%, except when that would exceed the maximum pay for that grade. The City reserves the right to award a greater pay increase on a case by case basis.

Section 5. Temporary Recruitment/Retention Payments for Inspectors Levels IV & V, graded 138 & 140. In light of current market forces, on a temporary basis, beginning the first day of payroll in the first full pay period in October, 2017 and for a total of 26 pay periods, employees classified as Inspector Levels IV & V, graded 138 & 140 will receive an additional pay component, separate from base pay, based on the following:

<u>Total Inspector experience</u>	<u>Up to 2 years</u>	<u>3-4 years</u>	<u>5-6 years</u>	<u>7-8 years</u>	<u>9+ years</u>

<u>Annual amount</u>	<u>\$2,000</u>	<u>\$3,250</u>	<u>\$4,500</u>	<u>\$5,750</u>	<u>\$7,000</u>
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This may be repeated at the City's discretion beginning the first day of payroll in the first full pay period in October, 2018 and for a total of 26 further pay periods.