

**496.01 - AFSCME  
(Professional)**

**TENTATIVE AGREEMENT**

1. Duration - 3 Year
2. Wages and Classifications  
Year 1 - Effective first full pay period after January 1, 2025 – implementation of Employer Wage Proposal plus **1.5%** for those noted in the Employer's Wage Proposal. Employees whose positions are not addressed in the Employer's Wage Proposal will receive a one-time, lump sum payment of **\$500.00** to be paid in January, 2025.  
Year 2- Effective first full pay period after January 1, 2026 – **2%**  
Year 3- Effective first full pay period after January 1, 2027 – **1.5%**
3. Paid Personal Time – increase to 72 hours
4. Bereavement – Increase from 4 to 5 days for employee's current spouse, current spouse's parent, current spouse's step-parent, employee's parent, step-parent, child, step-child and **whomever the employee or employee's current spouse has legal guardianship of.**
5. Vacation increase for the following years of service  
First 5 yrs-10 hours for each 208 worked (currently 9 hours)  
Completion of 5 yrs-14 hours for each 208 worked (currently 13 hours)  
Completion of 10 years-18 hours for each 208 worked (currently 17 hours)  
Completion of 15 years-21 hours for each 208 worked (currently 20 hours)
6. Retirement Healthcare Savings Account – Increase employer contribution to \$100 per pay.
7. Parental Leave – Continuous leave which allows the Birthing Parent – 8 weeks fully paid/ non-birthing parent – 4 weeks fully paid (applies to adoptions) – eligible after completion of 1040 hours
8. Health Insurance – New hires eligible for coverage first of month following date of hire.
9. Life Insurance – Allow employees to purchase additional life insurance via payroll deduction (for self, current spouse and dependent children) at the employee's cost.
10. Pet Insurance - Allow employees to purchase pet insurance through County's carrier.
11. Volunteer Days - Allow for two volunteer days for employees to participate at

County sponsored opportunities.

12. Holiday Eligibility – Employees are eligible for holiday pay at date of hire.
13. Pay Scale Updates – Two decimals, update headers.
14. Dependent Care FSA - Allow employees to set aside pay to be used for dependent care.
15. Educational Reimbursement – streamline process, allow for use of lunch time, remove bargaining unit maximum.
16. Cell Phone Stipend – Remove.
17. Various Language Cleanup

All other terms and conditions in CBA not addressed in this TA remain status quo.