

AFSCME 916
(Supervisory)

TENTATIVE AGREEMENT

- 1) Wages
Year 1 - Effective first full pay period after January 1, 2025 – implementation of Employer Wage Proposal for all positions in this bargaining unit plus 1.5%. For those employees whose positions are not addressed in the Employer's Wage Proposal will receive a one-time, lump sum payment of \$500.00.
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%
- 2) Duration – 3 years.
- 3) 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 and step-child. *Strike "provided they attend the funeral or memorial service"*
- 5) Vacation Cash-in – Allow additional cash-in in March.
- 6) Flexible Starting Pay – Allow hiring up to the 3rd step for hard to fill positions if candidate has experience greater than minimum qualifications.
- 7) Health Insurance – New hires eligible for coverage first of month following date of hire.
- 8) Life Insurance – Allow employees to purchase additional life insurance via payroll deduction (for self, current spouse and dependent children) at the employee's cost.
- 9) Pet Insurance - Allow employees to purchase pet insurance through County's carrier.
- 10) Volunteer Days - Allow for two volunteer days for employees to participate at County sponsored opportunities.
- 11) Holiday Eligibility – Employees are eligible for holiday pay at date of hire.
- 12) Pay Scale Updates – Two decimals, update headers.
- 13) Dependent Care FSA - Allow employees to set aside pay to be used for dependent care.

- 14) Educational Reimbursement – streamline process, allow for use of lunch time, remove bargaining unit maximum.
- 15) Retirement Healthcare Savings Account – Increase employer contribution to \$100 per pay.
- 16) 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
- 17) Cell Phone Stipend – Remove.
- 18) Various language clean-up.

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