

AFSCME 496.02 GCJJC

TENTATIVE AGREEMENT

1) Wages

Year 1 – Effective first full pay period of date of ratification – wage study + 5%.

Year 2 – Effective first full pay period after January 1, 2026 – 0%

Year 3 – Effective first full pay period after January 1, 2027 – 0%

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, step-child and whomever employee or current spouse has legal guardianship of.

Bereavement – Increase from 0 to 3 days for employee's grandparent, grandchild, brother, sister, aunt and her spouse, uncle and his spouse, current spouse's grandparent, current brother-in-law, current sister-in-law, current son-in-law and current daughter-in-law.

5) 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

6) Holiday Eligibility – Employees are eligible for holiday pay at date of hire.

7) Life Insurance – Allow employees to purchase additional life insurance via payroll deduction (for self, current spouse and dependent children) at the employee's cost.

8) Health Insurance – Coverage effective first day of the month following date of hire.

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) Pay Scales Updates – Update Headers

12) Dependent Care FSA - Allow employees to set aside pay to be used for dependent care.

13) Educational Reimbursement – streamline process.

14) Retirement Healthcare Savings Account – Increase employer contribution to \$100 per pay.

15) Cell Phone Stipend – Remove.

16) Flexibility in Starting Step – Allows for new hires to start at a higher step than start wage based on experience and employer approval.

17) Various language clean-up.

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