

AFSCME 496.00  
(Clerical/Maintenance)

**TENTATIVE AGREEMENT**

1) Wages

Year 1 - Effective first full pay period after January 1, 2025 – implementation of wage study recommendations for all positions in this bargaining unit. For employees in positions not receiving an increase in wages based on the recommendations of the wage study, 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 – 3%

Year 3- Effective first full pay period after January 1, 2027 – 2%

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.

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) Boot Allowance \$250 on a reimbursement basis with receipt provided.

9) Judicial Secretaries – Allow for stipend (if temporary court staff or courtroom recording system not utilized) when covering law clerk vacancy which includes courtroom operation assistance of more than five days. Stipend shall be \$200 for every 5 days starting on day 6.

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

11) Pet Insurance - Allow employees to purchase pet insurance through County's carrier.

12) Volunteer Days - Allow for two volunteer days for employees to participate at County sponsored opportunities.

- 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) Retirement Healthcare Savings Account – Increase employer contribution to \$100 per pay.
- 17) Promotions – Provide for a minimum increase of .50.
- 18) Reporting Pay - Employees shall be credited with pay for the full day in which they were scheduled.
- 19) Various language clean-up.

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