

**Summary Agreement Sheet
AFSCME Legal 3757 CBA
December 15, 2017, 3:00 p.m.**

Date of Tentative Agreement: **December 15, 2017**

The parties agreed to the following substantive changes:

1. Article 22 – Duration: Three year agreement (January 1, 2018-December 31, 2020)
2. Article 20.1 – Increase City’s deferred compensation match to \$800 per year, effective January 1, 2018.
3. ARTICLE 10- WAGES/MERIT PAY
 - Effective 1/1/2018(or closest pay period): 1.5%
 - Effective 7/1/2018(or closest pay period): 1.0%
 - Effective 1/1/2019(or closest pay period): 1.5%
 - Effective 4/1/2019(or closest pay period): 1.25%
 - Effective 1/1/2020(or closest pay period): 2.75%
4. Parties agree to non-binding LMC to discuss changes to Merit Pay language.
5. Insurance:
 - a. Change the definition of full-time for health insurance purposes from 32 hours to 30 hours per week.
 - b. Eliminate Three-quarter and Half-time contributions for all current and future employees not currently receiving part-time health insurance.
 - c. Eliminate mandatory selection of single health insurance.
6. Leaves of Absence
 - a. Reduce sick leave accrual rate to 13 days per year, effective 1/1/2018.
7. Parties agree to LMC regarding regular retirees being able to use city contribution on marketplace.

All other changes were of a housekeeping/non-substantive nature.