

**Labor Relations Manager's Report
for
Local 60, AFSMCE, AFL-CIO**

Summary of major changes from the 2006-2007 agreement to the 2008-2009 agreement:

1. Wages:

3.0% increase effective the pay period that includes January 1, 2008. Cost: \$983,639 with benefits \$1,180,366 (not including health insurance).

2.0% increase effective the pay period that includes January 1, 2009. 1.0% increase effective the pay period that includes July 1, 2009. Cost: \$847,667 with benefits \$1,013,600 (not including health insurance).

2. Increase the City's contribution toward employee health and hospital coverage for 2008 and 2009, maintaining the status quo. 2008 cost: \$505,201. 2009 cost: Unknown.
3. Increased the standby pay from \$1.00 to \$1.03. 2008 cost: \$744. 2009 cost: \$767.
4. Increase comp time carryover from 40 hours to 80 hours. No anticipated cost.
5. Increased Uniform Allowance for Parking Enforcement Officers. 2008 cost: \$1,300. 2009 cost: \$243.
6. Starting in 2009, sick leave benefit adjustment causing employees to cash out 50% of their accrued sick leave each year after accruing over 150 days of sick leave with no cap on total sick leave accrual. No anticipated cost.
7. Death in the Immediate Family language changed to allow time off for the death of the friend to be charged at the discretion of the employee rather than management. No anticipated cost.
8. Included MOUs on Bumping, Poll Working, Job Posting and Filling for hourlies. No anticipated cost.
9. Automatic carryover of up to 2 weeks of vacation time added. No anticipated cost.
10. Carryover of floating holidays added for employees hired after November 1. No anticipated cost.
11. Added replacement of boots upon damage of not more than one pair per year upon receipt of damaged boots. No anticipated cost.