

Labor Relations Manager's Report for
Local 60 Library Unit, AFSCME, AFL-CIO

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

1. WAGES

- a. 3.0% increase effective the pay period that includes January 1, 2008. Cost: \$73,698
With benefits not including health \$88,437.
 - b. 2.0% increase effective the pay period that includes January 1, 2009. 1.0% increase
effective in the pay period that includes July 1, 2009. Cost: \$63,511. With benefits not
including health \$76,213.
2. 105% of the lowest cost health plan paid by the City to maintain status quo. 2008 Cost:
\$20,506 2009 Cost: \$ Unknown.
 3. 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.
 4. Include MOU regarding Constructive Action Contracts. No anticipated cost.
 5. Include MOU regarding Post-Retirement Sick Leave Conversion Medical Reimbursement
Plan or the City's Governmental 401(a) Special Pay Plan. No anticipated cost.
 6. Attach MOU regarding Bus Pass. No anticipated cost.
 7. Attach MOU regarding Security improvements. 2008 Cost: \$7,090 Cost: \$6,296
 8. Attach MOU regarding Sunday Hours. No anticipated cost.
 9. Attach MOU regarding bumping provisions. No anticipated cost.