
**Summary of Tentative Agreement with
AFSCME
Locals 190, 223, 240, 250, 1543, and 3119**

Article 15: Observance of Holidays

- Employees that work 10- or 12-hour shifts will receive 10 or 12 hours of holiday time (dependent upon an employee's assigned shift)
- Specified that the birthday holiday is paid in one 8-hour block and must be taken in one 8-hour block

Article 16: Corrective Action

- Removed consultation as a form of discipline
- Added requirement that departments will notify the Union via email following the issuance of an oral reprimand
- Modified the process of assigning a Hearing Officer

Article 17: Grievances

- Added the ability to use an external mediator with mutual agreement
- Added cost-sharing with the Union for mediation services
- Clarified that written reprimands cannot be arbitrated and oral reprimands are not subject to the grievance process
- Added an allowance for department representatives to attend Step 3 grievance hearings to streamline the process

Article 19: Shift Differential

- Streamlined the process to clarify when an employee would be paid shift differential

Article 20: Filling of Positions

- Modified the process for posting a position for transfer to expedite the hiring process
- Increased the probation period for Traffic Aides Worker from 4 months to 12 months to provide adequate time for departments to train and evaluate staff

Article 21: Vacation

- Increased the advanced vacation purchase from 40 hours to 80 hours per year

Article 22: Health Insurance

- Increased the Family cap from \$200 to \$275
- Increased the Single cap from \$85 to \$115

Article 23: Sick Leave

- Updated Medical-Dental Leave to apply to spouses or parents of an employee
- Relocated “Sick without pay” leave from Article 25 to Article 23 to ensure consistency regarding physicians’ statements
- Clarified that SWP-F can only be used for a member of the immediate household that is related to the employee by blood or marriage
- Added "off-days" to patterned usage to ensure that departments can request a doctor’s note if an employee displays a pattern of calling off days adjacent to their off-day
- Adjusted SWP-Death from funeral leave to bereavement leave
- Clarified that employees may transfer sick leave from other public agencies in accordance with Revised Code Section 124.38

Article 24: Injury with Pay

- Clarified that a failure to attend scheduled appointments with Employee Health Services or the employee's provider may lead to termination of IWP benefits
- Added requirement that the City would make a good faith effort to find a light duty assignment on the employee's regular shift

Article 28: Longevity

- Increased longevity pay by \$200

Article 43: General Wage Increases

- 5% effective in the first year of the contract (August 3, 2025) and a \$1,500 lump sum payment to be paid in Pay Period 19
- 4% effective in the second year of the contract (August 2, 2026) and a \$1,500 lump sum payment to be paid in Pay Period 19
- 3% effective in the third year of the contract (August 1, 2027)

Article 47: Length of Contract

- 3-year agreement

Article 51: Deferred Compensation

- Increased the deferred compensation match from \$300 to \$500

Appendix G

- Added spousal surcharge of \$25 per month
- Increased the prescription tiers to \$15/\$30/\$40

- Updated the Anthem comparison charts to current charts

NEW-Sick Leave Donation Article

- Added an article allowing employees to donate up to 40 hours of sick leave per year via the City's Donated Time Program

NEW-Pay Stubs

- Added an Article specifying that employees may request copies of their pay stubs to ensure access for employees without email or a computer

NEW-CDL

- Added an Article clarifying the random drug testing process for employees that hold a CDL

** A few articles, not described here, contained housekeeping changes. The remaining articles were not modified.