

**CITY OF ALBANY (AFSCME UNIT):**

**CITY MEDIATION ADDITIONS AFTER FINAL OFFERS - 12.07.18**

ARTICLE	CITY PROPOSAL
(Transit in parenthesis, if different)	
17 – Health and Welfare	Removes <del>Changes</del> <u>\$99</u> employee out of pocket maximum cost toward premiums to <u>\$125 expires 6/30/2022</u>
18 – Wages	<p>7/1/18 = 2.5%</p> <p>7/1/19 min/max of 0% - 3% based on applicable CPI</p> <p>7/1/20 &amp; <del>7/1/21</del> min/max of 0% - 3% based on applicable CPI</p> <p><u>7/1/21 min/max of 0% - 4% based on applicable CPI</u></p> <p><u>Agrees to continue Dual Certification pay for employees who currently qualify and are receiving.</u></p> <p>Agreed to add <b>Union proposal</b> to add inclement weather pay for employees required to remain on duty <u>and it is employee choice on comp or OT, as long as not over on comp cap.</u></p>
(33) – Safety Promotion Transit	City proposed MOU re Transit Safety Planning work group, which includes defensive driver training every two years <u>and agrees to add additional employee participation</u>
New MOU	City payroll change MOU <u>adds sick leave as sell-back option and agrees that should the City, through negotiations, allow for a special advance pay draw with one of the other unions, the City will also offer the negotiated draw provision for this union as well.</u>

**The City agreed to the following:**

- 1) Requesting one additional FTE in Building Maintenance during the upcoming budget process, subject to City Council approval.
- 2) Review of part-time employee’s hours worked past their budgeted FTE.