

RES 16-079

Wilmington, Delaware
October 20, 2016

WHEREAS, on November 19, 2015, the Council passed Resolution No. 15-063,
which approved an Agreement between the City of Wilmington (the "City") and the
American Federation of State, County and Municipal Employees, AFL-CIO, Local 1102
("Local 1102"), to be effective as of July 1, 2015 through June 30, 2018; and

WHEREAS, the Council deems it necessary and appropriate to approve an
amendment to said Agreement (the "Amendment").

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY
OF WILMINGTON** that the Amendment between the City and Local 1102, a copy of which
is attached hereto and made a part hereof, is hereby approved and the Mayor, his designee and
the City Clerk are hereby authorized and directed to execute as many copies of the said
Amendment as may be necessary.

Passed by City Council,
October 20, 2016

ATTEST: Maribel Seijo
City Clerk

Approved as to form this
10th day of October, 2016

Dany Shetler
Assistant City Solicitor

SYNOPSIS: This Resolution approves an amendment to the Agreement between the
American Federation of State, County and Municipal Employees, AFL-CIO, Local 1102 and
the City of Wilmington. The Agreement was approved by Council on November 19, 2015.

#4278

Sponsors:

Council
President
Gregory

Council
Member
Freel

AMENDMENT OF COLLECTIVE BARGAINING AGREEMENT

This Amendment of Collective Bargaining Agreement (“Amendment”) is between the City of Wilmington (“City”) and the American Federation of State, County and Municipal Employees, Local 1102 (“Union”) (collectively, the “Parties”).

WHEREAS, the Parties are parties to a collective bargaining agreement with a term July 1, 2015 through June 30, 2018 (“CBA”); and

WHEREAS, the CBA contains provisions which permit the Parties to reopen the CBA for the purpose of negotiating wages and the health insurance and benefits for employees and their dependents, including the premium contributions made by employees for Fiscal Years 2017 and 2018 (“Reopeners”); and

WHEREAS, the Parties invoked the Reopeners and negotiated wages for Fiscal Years 2017 and 2018 and health insurance and benefits for employees and their dependents, including the premium contributions for Fiscal Year 2017; and

WHEREAS, the City adopted Ordinance 16-004 (“Ordinance”), which amended the City Code, to provide paid parental leave to non-union employees of the City; and

WHEREAS, the Parties wish to extend paid parental leave to employees covered by the CBA on the same terms and conditions as provided under the Ordinance; and

WHEREAS, the Parties executed a tentative agreement on wages, health insurance, and parental leave (“Tentative Agreement”); and

WHEREAS, the Tentative Agreement was ratified by the Union’s membership and approved by City Council and the Mayor.

NOW, THEREFORE, the Parties agree as follows:

1. Revise Section 16.1 to read as follows:

(a) For Fiscal Year 17 (July 1, 2016 through June 30, 2017), the City agrees to provide health insurance and benefits for employee and eligible dependents with a premium contribution made by the employee in Exhibit D.

(b) The Employer or the Union may reopen this Agreement solely for the purpose of negotiating the health insurance and benefits for employee and eligible dependents with a premium contribution made by the employee effective July 1, 2017. This Agreement will be reopened only if the Employer or the Union actually delivers to the other written notice of intent to reopen. Such notice must be delivered after January 31, 2017, and before March 31, 2017. If written notice is not delivered as set forth in this Section, the healthcare benefits and premiums shall remain as set forth as attached. The parties shall not agree to any health

insurance plan which is subject to the excise tax under the Affordable Care Act.

(d) Upon retirement, Employees shall have the right to choose, in writing, to continue coverage with the City of Wilmington’s health insurance plan, at the Employee’s expense, with a deduction from pension payments where applicable, unless the Employee qualifies under the stipulations outlined in subsection 16.2.

2. Revise Article 26 to read as follows:

26.1. Employees’ salaries for Fiscal Years 2017 and 2018 shall be as attached in Exhibit F.

26.2. Current regular employees, as defined by City Code Section 40-6, who were employed by the City on the date this Agreement is ratified by the membership and approved by the Mayor and Council, shall receive a one-time payment in the amount \$500. Current regular employees, as defined by City Code Section 40-6, who are employed by the City on July 1, 2017, shall receive a one-time payment of \$500.

3. Revise Article XII to add a new section 12.4 to read as follows:

Paid Parental Leave shall be provided to employees on the same terms and conditions as non-union employees under Section 40-341 of the City Code.

4. Revise Exhibit E – Wages and Salaries, as attached.

5. The terms of this Amendment shall be incorporated by reference into the CBA and shall be binding and effective as if fully set forth in the CBA.

6. The terms of this Amendment shall control over any contrary terms in the CBA.

City of Wilmington

AFSCME, Local 1102

By: _____
The Honorable Dennis P. Williams
Mayor

By: _____
Dinah Russ
President, Local 1102

Dated: _____

Dated: _____

City of Wilmington

By: _____
Charlotte B. Barnes
Director of Human Resources

Dated: _____

EXHIBIT D

FY 17 Health Care Contributions

	2017 ANNUAL RATES PER CARRIER/ BROKER	MONTHLY COST	EMPLOYEE % SHARE	ANNUAL EMPLOYEE COST W/ TIERED %	BI-WEEKLY EMPLOYEE COST W/ TIERED %
POS 1 - IND	\$ 10,647.48	\$ 887.29	6.00%	\$ 638.85	\$ 24.57
POS 1 - EMP +1	\$ 19,286.28	\$ 1,607.19	6.00%	\$ 1,157.18	\$ 44.51
POS 1 - FAMILY	\$ 28,442.76	\$ 2,370.23	6.00%	\$ 1,706.57	\$ 65.64
POS 2 - IND	\$ 8,111.52	\$ 675.96	5.00%	\$ 405.58	\$ 15.60
POS 2 - EMP +1	\$ 14,754.72	\$ 1,229.56	5.00%	\$ 737.74	\$ 28.37
POS 2 - FAMILY	\$ 21,783.00	\$ 1,815.25	5.00%	\$ 1,089.15	\$ 41.89
EPO - IND	\$ 6,786.36	\$ 565.53	4.00%	\$ 271.45	\$ 10.44
EPO - EMP +1	\$ 12,386.40	\$ 1,032.20	4.00%	\$ 495.46	\$ 19.06
EPO - FAMILY	\$ 18,302.52	\$ 1,525.21	4.00%	\$ 732.10	\$ 28.16

EXHIBIT E

WAGES AND SALARIES - AFSCME LOCAL 1102

<u>GRADE A</u>
<u>GRADE B</u>
<u>GRADE C</u>
Records Clerk
<u>GRADE D</u>
Clerk II IT Support Services Technician
<u>GRADE E</u>
Meter Reader
<u>GRADE F</u>
Account Clerk III Parking Regulations Enforcement Officer Scofflaw Enforcer Teleserve Operator
<u>GRADE G</u>
Account Entry Clerk Administrative Clerk I Communications Assistant Communications and Data Specialist Data Entry Clerk III Document Management Technician Police Records Specialist Police Reports Specialist Senior Clerk Vehicle Maintenance Technician
<u>GRADE H</u>
Account Technician Administrative Clerk II Assistant Water Meter Supervisor Constituent Service Assistant Delinquent Accounts Officer Emergency Call Operator Labor Foreman II
<u>GRADE I</u>
Administrative Clerk III Assistant Street and Sewer Maintenance Supervisor

Construction Inspector Customer Service Representative II Emergency Communications Specialist Senior Parking Regulation Enforcement Officer
<u>GRADE J</u>
Administrative Coordinator Assistant Street Cleaning Supervisor Purchasing Coordinator I Purchasing Technician Senior Emergency Communications Specialist
<u>GRADE K</u>
Assistant Building Services Manager Chief Construction Supervisor Meter Reader Service Coordinator
<u>GRADE L</u>
Assistant Sanitation Supervisor Delinquent Accounts Agent Earned Income Tax Agent ITMS Senior Technician Settlement Clerk Water Quality Specialist
<u>GRADE M</u>
Building Permit Director Business Compliance Officer Code Enforcement Inspector Customer Service Consultant II Physical Activities Coordinator Recreation Program Coordinator Technical Landscape Foreman Traffic Maintenance Foreman Water Production Maintenance Foreman
<u>GRADE N</u>
City Forester Executive Assistant to the Fire Chief Mechanical Code Enforcement Inspector
<u>GRADE O</u>
Sewer Maintenance Supervisor Street Cleaning Supervisor
<u>GRADE P</u>
Assistant Water Distribution Supervisor Purchasing Agent II Water Quality Assistant

GRADE Q

Building Code Enforcement Inspector
Water Distribution Supervisor

EXHIBIT F

**LOCAL 1102
07/01/16 - 06/30/17**

1%

	1	2	3	4	5	6	7
A	\$24,069.71	\$25,301.16	\$27,182.43	\$28,018.81	\$28,785.29	\$29,683.85	\$30,281.09
B	\$24,850.11	\$27,283.47	\$29,135.56	\$29,851.75	\$30,759.27	\$31,550.93	\$32,259.52
C	\$26,033.95	\$28,108.44	\$29,992.61	\$30,776.89	\$31,456.94	\$32,402.59	\$33,800.69
D	\$27,104.97	\$28,913.85	\$30,853.11	\$31,670.66	\$32,350.26	\$33,451.29	\$35,505.32
E	\$28,270.18	\$30,208.46	\$32,259.15	\$33,073.03	\$33,888.88	\$34,941.87	\$36,625.89
F	\$29,493.95	\$31,655.99	\$33,937.53	\$34,776.65	\$35,666.41	\$36,731.77	\$38,386.86
G	\$30,772.61	\$32,448.28	\$35,080.43	\$35,998.46	\$36,889.28	\$38,062.34	\$40,065.78
H	\$31,741.04	\$34,057.36	\$36,879.29	\$38,080.29	\$38,969.27	\$40,370.59	\$43,078.93
I	\$33,187.44	\$35,141.16	\$38,059.18	\$39,199.22	\$40,257.40	\$41,634.38	\$44,202.40
J	\$34,296.00	\$37,675.55	\$40,866.21	\$41,866.20	\$42,984.14	\$44,123.46	\$46,145.21
K	\$35,678.00	\$39,196.19	\$42,569.72	\$43,595.18	\$44,785.30	\$45,952.86	\$48,094.08
L	\$37,036.42	\$40,827.00	\$44,433.56	\$45,504.58	\$46,714.17	\$47,940.32	\$50,381.06
M	\$38,333.05	\$42,670.82	\$46,379.55	\$47,566.13	\$48,844.79	\$50,236.37	\$53,862.23
N	\$40,301.39	\$45,078.92	\$48,801.42	\$50,236.60	\$51,451.69	\$53,164.73	\$56,889.19
O	\$41,871.51	\$46,769.12	\$51,966.33	\$53,238.35	\$54,455.52	\$55,947.97	\$58,540.01
P	\$43,609.36	\$48,768.42	\$54,009.04	\$55,375.42	\$56,602.56	\$58,199.56	\$60,503.77
Q	\$46,740.79	\$53,511.98	\$57,405.45	\$58,887.66	\$60,832.78	\$62,419.85	\$64,962.17

LOCAL 1102
07/01/17 - 06/30/18
1%

	1	2	3	4	5	6	7
A	\$24,310.41	\$25,554.17	\$27,454.25	\$28,299.00	\$29,073.14	\$29,980.69	\$30,583.90
B	\$25,098.61	\$27,556.30	\$29,426.92	\$30,150.27	\$31,066.86	\$31,866.44	\$32,582.12
C	\$26,294.29	\$28,389.52	\$30,292.54	\$31,084.66	\$31,771.51	\$32,726.62	\$34,138.70
D	\$27,376.02	\$29,202.99	\$31,161.64	\$31,987.37	\$32,673.76	\$33,785.80	\$35,860.37
E	\$28,552.88	\$30,510.54	\$32,581.74	\$33,403.76	\$34,227.77	\$35,291.29	\$36,992.15
F	\$29,788.89	\$31,972.55	\$34,276.91	\$35,124.42	\$36,023.07	\$37,099.09	\$38,770.73
G	\$31,080.34	\$32,772.76	\$35,431.23	\$36,358.44	\$37,258.17	\$38,442.96	\$40,466.44
H	\$32,058.45	\$34,397.93	\$37,248.08	\$38,461.09	\$39,358.96	\$40,774.30	\$43,509.72
I	\$33,519.31	\$35,492.57	\$38,439.77	\$39,591.21	\$40,659.97	\$42,050.72	\$44,644.42
J	\$34,638.96	\$38,052.31	\$41,274.87	\$42,284.86	\$43,413.98	\$44,564.69	\$46,606.66
K	\$36,034.78	\$39,588.15	\$42,995.42	\$44,031.13	\$45,233.15	\$46,412.39	\$48,575.02
L	\$37,406.78	\$41,235.27	\$44,877.90	\$45,959.63	\$47,181.31	\$48,419.72	\$50,884.87
M	\$38,716.38	\$43,097.53	\$46,843.35	\$48,041.79	\$49,333.24	\$50,738.73	\$54,400.85
N	\$40,704.40	\$45,529.71	\$49,289.43	\$50,738.97	\$51,966.21	\$53,696.38	\$57,458.08
O	\$42,290.23	\$47,236.81	\$52,485.99	\$53,770.73	\$55,000.08	\$56,507.45	\$59,125.41
P	\$44,045.45	\$49,256.10	\$54,549.13	\$55,929.17	\$57,168.59	\$58,781.56	\$61,108.81
Q	\$47,208.20	\$54,047.10	\$57,979.50	\$59,476.54	\$61,441.11	\$63,044.05	\$65,611.79