


# MEMORANDUM

*The City of Daytona Beach*

**MEMO TO:** James V. Chisholm, City Manager  
**FROM:** James A. Sexton, Human Resources Director   
**DATE:** August 25, 2017  
**RE:** AFSCME COLLECTIVE BARGAINING AGREEMENT:  
Effective 10/1/2017 THROUGH 9/30/2019

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Subject to the approval of the City Commission, the City's negotiating team and AFSCME, Florida Council 79, have agreed to a successor collective bargaining agreement, effective from October 1, 2017 through September 30, 2018.

Substantive changes are as follows:

**Article 28: Leave**

Effective October 1, 2017, bargaining unit employees will be able to cash-out an additional 20 or 40 hours of leave.

**Article 31: Wages**

There shall be a wage increase for Fiscal Year 2017-2018 and Fiscal Year 2018-2019 as follows:

- October 1, 2017 – 2% across the board. The minimum and maximum of each range shall increase 2%.
- April 1, 2018 – 2% increase for all active employees. The minimum and maximum of each range will not increase. Employees at the maximum of the pay range will be eligible to receive a lump sum payment of 1%. For applicable employees, the base salary will be increased to the maximum of the range and the employee will receive the difference of that amount and 1% in a lump sum payment.
- October 7, 2018 – 2% across the board. The minimum and maximum of each range shall increase 2%.
- April 7, 2019 – 2% increase for all active employees. Minimum and maximum of each range will not increase. Employees at the maximum of the pay range will be eligible to receive a lump sum payment of 1%. For applicable employees, the base salary will be increased to the maximum of the range and the employee will receive the difference of that amount and 1% in a lump sum payment.

This agreement will be for a two-year period. The FY 2017/2018 and FY 2018/2019 pay plans will be modified to reflect the applicable changes in the collective bargaining agreement.

The AFSCME members voted to ratify the agreement. Please place this on the September 20, 2017 City Commission agenda.

The necessary funding for the outlined wage increases will be included in the FY2017/2018 budget.

Attachments:  
Collective Bargaining Agreement