

**MEMORANDUM OF AGREEMENT BETWEEN
CITY OF PHILADELPHIA AND AFSCME DC 47 LOCAL 2186
FEBRUARY 25, 2014**

The terms below are dependent upon ratification by AFSCME District Council 47 Local 2187 of the terms of the Memorandum of Agreement reached on this date by the City and District Council 47 Local 2187.

TERM: July 1, 2009 – June 30, 2017

CIVIL SERVICE REGULATIONS:

Civil service regulations that implemented imposition of terms on AFSCME Local 2186 in 2012 will be replaced with Civil Service Regulations that implement the terms below.

OVERTIME:

(a) Effective July 1, 2014, the overtime rate for all employees who are entitled to cash overtime will be based on their EP pay range and step.

(b) Effective January 1, 2015, sick time will not be counted as hours worked for purposes of determining when overtime is due on a weekly basis.

WAGES:

(a) All permanent full-time employees in classes represented by District Council 47 Local 2186 who are on the active payroll as of the date of ratification of the Local 2187 Memorandum of Agreement shall receive a \$2,000 lump sum ratification bonus.

(i) The bonus will not be added to employees' base pay rates.

(ii) The payment of the bonus will be made within 30 days after written notification to the City of the Local 2187's ratification of their Memorandum of Agreement.

(iii) A permanent employee who is on a leave of absence without pay as of March 1, 2014 will be eligible for the lump sum ratification bonus only if he/she returns to the active payroll before September 1, 2014 and remains on the active payroll for at least 60 consecutive calendar days.

(iv) Bonuses for part-time employees shall be paid in accordance with the parties' practice from 2008.

(b) Effective 30 days after ratification by Local 2187 of their Memorandum of Agreement, there shall be an increase of 3.5% in each step of each pay range in the Local 2186 pay plan.

(c) Effective July 1, 2015, there shall be an increase of 2.5% in each step of each pay range in the Local 2186 pay plan.

(d) Effective July 1, 2016, there shall be an increase of 3% in each step of each pay range in the Local 2186 pay plan.

PENSION:

(a) Effective January 1, 2015, the employee contribution towards the pension fund for all employees participating in Plan 87 (Plan Y) and Plan 67 (Plan J) shall increase by .5% of pay over the employee contribution otherwise in effect for the employee's plan under the pension ordinance as it currently exists, including any adjustments that occur annually to the employee contribution under Plan 87 as a result of the annual valuation report.

(b) Effective January 1, 2016, the employee contribution towards the pension fund for all employees participating in Plan 87 (Plan Y) and Plan 67 (Plan J) shall increase by an additional .5% of pay over any contribution otherwise required.

(c) Employees hired after ratification by Local 2187 of their Memorandum of Agreement must make an irrevocable election at the time of hire to participate in Plan 10 (subject to the terms of Plan 10 as it is currently enacted for municipal employees) or in Plan 87 (Plan Y). Employees who elect to participate in Plan 87 (Plan Y) will pay an additional 1% of pay over the employee contribution otherwise in effect for Plan 87 (Plan Y), including any adjustments that occur as a result of the annual valuation report or this Memorandum of Agreement. The employee shall have the opportunity to speak with a representative of District Council 47 before making this election.

(d) Current employees will have a window of 90 days following ratification of the Local 2187 Agreement to make an irrevocable election to move into Plan 10.

HEALTH & WELFARE:

The terms of the Memorandum of Agreement between the City and Local 2187 shall apply.

LAYOFF:

The employee's longevity date as maintained by the Office of Human Resources Information System will be used to compute the employee's seniority credit under Civil Service Regulation 16.012 in order to automate the calculation of layoff scores.

In lieu of creating a separate mechanism for furloughs or temporary layoffs, the Union agrees to support the change to civil service regulations to allow the City to streamline the layoff process (through the change in calculation of the score agreed to above) and to change the pension ordinance to provide that a layoff of fewer than 15 consecutive days will not be considered a separation for purposes of the DROP to prevent employees who are in the DROP from experiencing a permanent separation as a result of a temporary layoff. The draft revised ordinance is attached.

GRANT-FUNDED POSITIONS:

During the term of this contract, the City and the Union agree to continue the pilot program in the Health Department which was initiated in the 2008 contract to promote efficient operations in grant funded projects under the terms specified in the Local 2187 Memorandum of Agreement.

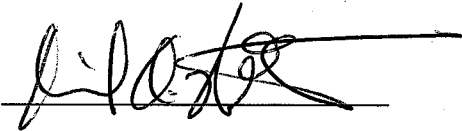
RGI:

The RGI initiative, including the provisions regarding layoffs in paragraph 6 of that section of the 1996 Memorandum of Agreement, will continue for the term of this Agreement.

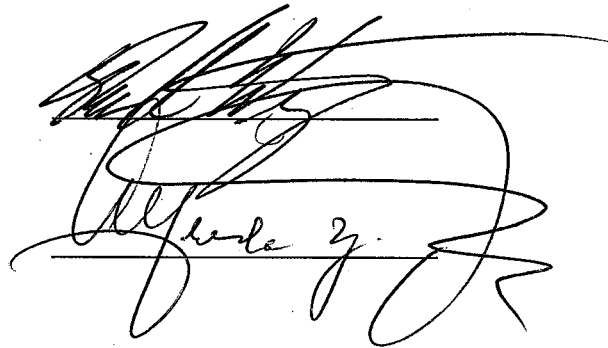
CONTINUITY OF BENEFITS:

Except as modified by the agreement, all terms and conditions of the collective bargaining agreement between the City and District Council 47 Local 2187 covering the period July 1, 2008 through June 30, 2009 which do not contain specific expiration dates shall remain in full force and effect for the term of this agreement, July 1, 2009 through June 30, 2017.

FOR THE CITY:



FOR THE UNION:



AN ORDINANCE

Amending Section 22-310 of The Philadelphia Code, entitled "Deferred Retirement Option Plan (DROP)," by revising and clarifying requirements relating to separation from employment, under certain terms and conditions.

THE COUNCIL OF THE CITY OF PHILADELPHIA HEREBY ORDAINS:

SECTION 1. Section 22-310 of The Philadelphia Code is amended to read as follows:

§ 22-310. Deferred Retirement Option Plan (DROP).

* * *

(5) Benefit Requirements and Calculation.

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(f) Separation and Payment of DROP benefit. A DROP participant who separates from active service with the City (*including a layoff or furlough of fifteen or more consecutive days, but not including a layoff or furlough of fewer than fifteen consecutive days*) is entitled to receive the member's DROP benefit in a lump sum. In addition, upon the effective date of such separation, the member shall be retired, and becomes eligible to receive a service retirement benefit, in the monthly amount calculated in Section 22-310(5)(b)(.1) above.

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