
INTER

OFFICE

MEMO

To: HARRISBURG CITY COUNCIL
From: Kirk Petroski, City Clerk
LEGISLATIVE APPROVAL FORM

Date:

LEGISLATIVE APPROVAL FORM/CERTIFICATE OF ACCEPTANCE

BILL NO. -2020 RESOLUTION NO. 75 -2020

THE ABOVE LISTED ITEM WAS WRITTEN AND PREPARED FOR FINAL INTRODUCTION AT THE HARRISBURG CITY SOLICITOR' S OFFICE ON:

/s/Neil A. Grover
City Solicitor

September 20, 2020
Date

Requested by Department/Bureau: Mayor /Business Administrator
Department/Bureau Contact Person: Mayor/Marc Woolley/Neil A. Grover

For Action on or before:

The attached was received in the Office of the City Clerk for introduction on

Received by: _____

Date: _____

RESOLUTION NO. _____ - 2020

Moved by: _____

A Resolution ratifying and approving the modification and one year extension of the 2019-2020 Collective Bargaining Agreement between the City of Harrisburg and Local 521, American Federation of State, County & Municipal Employees, District Council 90.

WHEREAS, the City of Harrisburg (the "City") and the Local 521, American Federation of State, County & Municipal Employees, District Council 90 ("AFSCME") are parties to a 2019-2020 Collective Bargaining Agreement, which generally extended the terms of the underlying 2017-2018 Agreement through December 31, 2020; and

WHEREAS, the City and AFSCME now have negotiated a one-year extension of that 2019 -2020 Collective Bargaining Agreement, with modifications, the terms of which are set forth in the negotiated term sheet attached hereto as Exhibit A; and

WHEREAS, the terms of the extension agreement provide for a two percent (2 %) annual wage rate increase for 2021; continuing the modified retirement eligibility by a 1-year extension of the application of a Rule of 80, with a 2.5 annual multiplier; an annual \$1,000.00 signing bonus payable each January to members employed in a full-time permanent capacity as of December 31, 2020, who qualify as a permanent, non-probationary employee in City employment at the start of the City's new fiscal year; an immediate \$2,500.00 hazard bonus for members who maintained their regular work schedule during the red and yellow phases of the Governor's emergency COVID-19 pandemic restrictions; a guarantee to provide a supplemental hazard bonus to match a larger City-funded hazard bonus made to members of other City unions or any administrative employee group, if any; and maintaining the status quo of the other terms and conditions of the 2019-2020 Agreement; and

WHEREAS, the City continues to be subject to a designation of distressed municipality operating under an Amended Recovery Plan that was adopted through the Municipal Financial Recovery Act, 53 P.S. §§ 11701.101, et seq., as amended ("Act 47"); and

WHEREAS, the City and AFSCME remain subject to the fiscal responsibility provisions of Act 47 and, specifically, those fiscal limitations on the monies available for a new collectively bargained contract for non-uniform personnel, a confirmation of which is pending determination; and

WHEREAS, the Council finds the negotiated agreement substantially complies with both Act 47 and the approved Recovery Plan, as amended; and

WHEREAS, the new and surviving terms of the 2021 extension of the 2019-2020 Collective Bargaining Agreement has been ratified by a majority vote of the active, City-employed membership of Local 521 on or about September 10, 2020; and

WHEREAS, the wage reopener term for Budget Year 2020 has been deemed to expire with the extension Agreement; and

WHEREAS, the Council of the City of Harrisburg hereby approves of the terms of the one year extension of the 2019-2020 Collective Bargaining Agreement, through December 31, 2021.

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED, BY THE COUNCIL OF THE CITY OF HARRISBURG, that the extension of the 2019-2020 Collective Bargaining Agreement between the City of Harrisburg and Local 521, American Federation of State, County & Municipal Employees, District Council 90 for a one-year period expiring on December 31, 2021, with and only with the foregoing and attached modifications to the terms and conditions thereof, is hereby ratified.

BE IT FURTHER RESOLVED that the Mayor, City Controller, Business Administrator and other appropriate City officials are authorized and directed to take all steps necessary to further effectuate the purpose of this Resolution.

I second this resolution _____

Exhibit A

Tentative Contract with City of Harrisburg

This contract will address the COVID bonuses and a **one-year** contract with the City for 2021.

1. \$2,500 COVID bonus for the employees that maintained the same work schedule during the red and yellow phases of the pandemic (no furloughs, flex schedules or remote work).
 - a. This payment will be on a separate check and will be paid in September 2020, or as soon as possible, provided that the tentative contract is ratified by the bargaining unit employees and Harrisburg City Council.
2. \$1,000 across-the-board bonus for all employees effective January 1, 2021.
3. 2% across-the-board wage increase for all employees effective January 1, 2021.
4. If another City Union or administrative employee group receives a larger City-funded COVID bonus than that received by the AFSCME employees under this agreement, the AFSCME employees will receive an additional equivalent bonus. This provision does not apply to bonuses that are funded by other agencies, including the federal government, which are earmarked for other employee groups. This “me-too” provision only applies to the COVID bonus.
5. The 2.5% pension multiplier will be extended through December 31, 2021.
6. Everything else will remain status quo.