

**2024-2026 COMPENSATION AND BENEFITS REFERENCE GUIDE**

<b>BENEFIT CATEGORY</b>	<b>003</b>
UNIT CODE	003
UNIT REPRESENTATIVE	AFSCME, Local 2960
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COMPOSED OF	Office employees in clerical and paraprofessional classes Citywide.
PERIOD IN FORCE	FY 2024-2026
SALARY PLAN(S)	006 <span style="float:right">300</span>
WAGE / SALARY CHANGE FROM 2024-2025	Non-continuous payment of \$1,480 made to all full-time employees and a non-continuous payment of \$554 made to all part-time employees in Unit 3 paid on August 23, 2024.
WAGE / SALARY CHANGE FROM 2025 -2026	N/A. Current contract for FY 2024-2026 only.
STEP PROGRESSION	1 year between steps  Part-time employees (excluding seasonal and temporary employees) may be considered for advancement to the next step and each subsequent step in a grade after working 2,080 hours at each step. (Pay Ord. 10e)
WORKWEEK	5 8-hour shifts or 4 10-hour shifts in 7 days. (Art. 4) (A.R. 2.14)
SUMMER HOURS	----- NOT APPLICABLE -----
<b><u>PAY</u></b>	
BILINGUAL / LINGUISTICS PAY	\$75 per month when authorized, certified, and required to use bilingual skills. (Art. 3)  Court interpretation and translation: \$4 per half-day when exceeds 15-minute minimum, for sustained word-for-word oral and written assignments. (A.R. 2.241)
CALL OUT (CALL BACK)	3 hrs @ 1½ x regular rate plus 45 minutes of travel time. (Art. 3) (A.R. 2.21)
CAR INSURANCE ALLOWANCE	City will pay to certain driving positions \$12/mo for auto insurance expenses. (Art. 5)
COMMERCIAL DRIVER LICENSE (CDL) SECONDARY PAY	----- NOT APPLICABLE -----
COMMUNICATIONS ALLOWANCE	----- NOT APPLICABLE -----
COMPENSATORY TIME MAXIMUM ACCRUAL	300 hours. (Art. 3) (A.R. 2.21)
COMPENSATORY TIME SELL BACK	Up to one hundred twenty (120) hours of accumulated compensatory credits may be converted to cash in no more than two, sixty (60) hour increments. (Art. 3)
MILEAGE ALLOWANCE	The City pays standard mileage at the rate issued by the Internal Revenue Service. Effective 1/1/2026, the rate is 72.5 cents per mile. (A.R. 2.94)
OUT-OF-CLASS	Temporary assignments out-of-class shall be recorded only in full shift units. A Unit 3 employee working out-of-class for five (5) hours work for a ten (10) hour shift and four (4) hours work for an eight (8) hour shift shall be credited with working out-of-class for the entire shift. No out-of-class credit shall be given for out-of-class work that is less than five (5) hours for a ten (10) hour shift and four (4) hours work for an eight (8) hour shift. (A.R. 2.20)
OVERTIME	1½ x regular rate for over 8 hrs/shift or 40 hrs/wk or over 10 hrs/shift or 40 hrs/wk if on a 4-10 schedule. (Art. 3) (A.R. 2.21)
PERFORMANCE-BASED AWARD PROGRAM	----- NOT APPLICABLE -----

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<hr/>	
PESTICIDE APPLICATION	----- NOT APPLICABLE -----
PREMIUM PAY	----- NOT APPLICABLE -----
PRODUCTIVITY ENHANCEMENT PAY	<p>Qualify: 6 yrs continuous service. 1 yr at top step of classification. Performance meets job requirements.            \$100 for each yr in excess of 5 yrs up to and including 19th yr. (employees with 20 or more yrs: \$125 for each yr up to the 29th yr)            For Unit 3 employees receiving payments during FY 2013-14, payments received semi-annually as noted below.            For Unit 3 employees receiving their first payment on or after 7/1/14, payments pro-rated and paid bi-weekly in regular paycheck.            Qualify July 8, 2024, November 25, 2024, and July 7, 2025            Semi-Annual max = \$1,400/\$3,000            Annual max = \$2,800/\$6,000            (Art. 3)            Qualifications for productivity enhancement pay are made in the base class and will not be affected by movement into or out of assignment positions or positions within the same pay range. (A.R. 2.19)</p>
SHIFT DIFFERENTIAL	<p>\$0.60 per hr – 2nd shift (for shifts ending at or after 10PM, and before midnight- *9PM at Library)            \$0.80 per hr – 3rd shift (for shifts including the period of midnight and 3AM)            \$0.10 per hr – weekend (for shifts starting on or after 2 pm on Friday and continuing through any shift that starts on or before, but not after 11:59 PM on Sunday)            (Art. 3) (A.R. 2.21)</p>
SHOW-UP	4 hours minimum (Art. 3)
SICK LEAVE SELL-BACK FOR PUBLIC SAFETY	----- NOT APPLICABLE -----
STANDBY	<p>\$3.00 per hour</p> <p>STANDBY FOR COURT            The greater of either \$100 per day or in accordance with the current provisions of the Fair Labor Standards Act.            (Art. 3) (Pay Ord. 11.t.2)</p>
TOOL ALLOWANCE	----- NOT APPLICABLE -----
TRAINING PAY (POLICE)	----- NOT APPLICABLE -----
TRANSPORTATION ALLOWANCE	City will pay to certain employees \$12/mo for auto insurance expenses. (Art. 5)
UNIFORMS / CLOTHING ALLOWANCE	Provided for certain employees (Art. 5) (A.R. 2.261)
VACATION SELL-BACK	Shall be allowed vacation buy out twice per calendar year, on the last paycheck of November and/or May. The total annual buy out is up to a maximum of eighty (80) hours taken in no more than forty (40) hour increments, after the employee has accumulated a minimum of one hundred twenty (120) hours and has used forty (40) hours of vacation/comp-time during the calendar year. (Art. 5) (Pay Ord 14f)
VACATION SELL-BACK FOR PUBLIC SAFETY	----- NOT APPLICABLE -----
<b>LEAVE OF ABSENCE</b>	
BEREAVEMENT LEAVE	Up to 3 days for death of immediate family member with additional time for air travel if out-of-state. (Personnel Rule 15h)
EDUCATION LEAVE	----- NOT APPLICABLE -----



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**BENEFIT CATEGORY**                    **003**

UNIT CODE                                003

UNIT REPRESENTATIVE                AFSCME, Local 2960

**FAMILY LEAVE MANAGEMENT**      Employees shall be limited to a maximum of 7 incidents per calendar year for the combination of Dependent, Emergency, and Non-Emergency Family Care without the leave being considered a negative factor (unless the leave qualifies as FMLA leave). (A.R. 2.30)

**NON-EMERGENCY CARE**                Employee may use up to (10) hours of accumulated sick leave in at least one-hour increments each calendar year for the home care or medical treatment for an immediate family member residing in the employee’s household. (Art 5)

**BENEFITS - HEALTH**

BEHAVIORAL / MENTAL  
HEALTH CARE COVERAGE                Provided under one of the three medical insurance plans:  
 · Banner/Aetna HMO (855) 220-6506  
 · Blue Cross Blue Shield PPO (602) 864-4857  
 · Blue Cross Blue Shield Saver's Choice Plan – (602) 864-4857

DENTAL INSURANCE                        Employees may enroll in one of three Cigna dental plans: Dental PPO, Dental PPO Plus, or Dental HMO. The City pays 100% of full-time employee premium and 75% of the family premium for Cigna PPO and Cigna HMO Dental. The City pays 77% of full-time employee premium and 58% of the family premium for Cigna Dental PPO Plus. (800) 244-6224.

FLEXIBLE SPENDING  
ACCOUNT                                        Flexible Spending Accounts allow enrolled employees to pay for qualified health care and child care expenses with pre-tax dollars up to the I.R.S. allowed limits. For more information visit [www.phoenix.gov/benefits](http://www.phoenix.gov/benefits)

MEDICAL INSURANCE PLAN  
CONTRIBUTIONS  
ACTIVE EMPLOYEES                        80% of the premium is paid by the City. The plan year runs January through December. Medical plan choices will include an HMO, a PPO, and a High Deductible Health Plan (HDHP) with a Health Savings Account.

PRESCRIPTION DRUGS                    MedImpact provides prescription drug coverage for all three (3) medical plans. Offers both retail and mail order services. For more information visit [www.phoenix.gov/benefits](http://www.phoenix.gov/benefits).

INSURANCE FOR PART-TIME  
EMPLOYEES                                    Hourly paid members who have average a minimum of thirty (30) hours weekly in a calendar year shall be entitled to the same benefits as received by regular full-time Unit members. Members that meet these requirements shall be eligible for participation in the City's Health, Life, and Dental insurance programs. The City's premium participation will be the same as that provided for full-time employees. Continuation of participation under these plans will be determined by reviewing the average hours worked in the prior 12-month period every calendar year on October 1. This qualifying period will be determined for the following benefit year effective January 1. If the employee separates from City employment, the participation will cease.

VISION PLAN  
ACTIVE EMPLOYEES                        A core vision plan is available to employees and dependents enrolled in a City sponsored medical plan.

The City's supplemental vision plan is the buy-up option offered through Davis Vision by MetLife. For more information visit [www.phoenix.gov/benefits](http://www.phoenix.gov/benefits)

WELLNESS PROGRAM                        Provides education, support and incentives to encourage employees to take responsibility for their own health and well-being. A major goal of the program is to make the work environment more supportive of positive health behaviors of employees and thereby reduce their risk of developing chronic diseases. Ongoing key aspects include: early identification and management of health risks, focusing on the top aggregate health risks identified by Health Risk Assessments each year and support of emotional, physical and financial well-being. Earn up to \$40/\$60 per month by completing annual wellness incentive requirements. For more information visit [www.phoenix.gov/benefits](http://www.phoenix.gov/benefits)

**2024-2026 COMPENSATION AND BENEFITS REFERENCE GUIDE**

**BENEFIT CATEGORY**                    **003**

UNIT CODE                                003

UNIT REPRESENTATIVE                AFSCME, Local 2960

**BENEFITS - FINANCIAL**  
**DEFERRED COMPENSATION**  
**PLAN - 457**

Retirement Savings Plan that provides employees the option to defer pre-tax money into a variety of investment options. This program is designed to supplement income at retirement. Defer the lesser of 100% of includable income up to an annual maximum as determine by the I.R.S. Contact Nationwide Retirement Solutions at phoenixdep.com or (602) 266-2733, or call the Benefits Office at (602) 262-4777. (Art. 3)

**DEFINED CONTRIBUTION PLAN -**  
**401(a)**

The City will contribute 2.36% of monthly base wages to the 401 (a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for those employees designated as represented by Unit 3.

**BENEFITS - INSURANCE**  
**COMMUTER LIFE INSURANCE**

City provides coverage for employees while commuting directly between home and job location. Employees have a \$200,000 death benefit and a reduced dismemberment benefit if the accident occurs within two hours of leaving home or work and while following their typical route to home or work. Year-round part-time employees (excluding seasonal and temporary) may qualify for this benefit. Refer to the life insurance certificates online for details at [www.phoenix.gov/hr/benefits](http://www.phoenix.gov/hr/benefits) (A.R. 2.451)

**INDUSTRIAL INSURANCE**

Industrial benefits pays 2/3 of base wage up to the average monthly wage as determined by the Industrial Commission. A certified regular, full-time employee who is disabled and absent from work as the result of an accepted industrial injury or occupational disease, shall be kept on the City payroll and be paid an amount equal to but, not to exceed, the regular, net take-home pay at the current rate of pay for up to one year total, per injury. (A.R. 2.32)

**LIFE INSURANCE**

The greater of \$25,000 or 1 times base salary Accidental death and dismemberment - Payable when a death or covered accident occurs in the course of performing job duties. Employee covered at \$75,000.

*Additional Life Insurance*

An employee can add to their Basic Life coverage by purchasing Optional Term Life Insurance. This coverage is provided at group rates for the employee, spouse or qualified domestic partner, and/or children. The employee pays 100% of the group premium with after-tax earnings through payroll deduction.

City contributes to the Union per full-time employee for the purchase of additional life insurance. (Art. 5)

**LEGAL INSURANCE**

Two Legal Services Plans to choose from that provide employees and their eligible dependents access to legal advice, document review and preparation, and legal representation at no or reduced cost through an ARAG network attorney. For more information contact an ARAG customer care specialist at (800) 247-4184, 7 a.m. to 7 p.m. Central time, M - F or visit the ARAG website: [www.ARAGLegalCenter.com](http://www.ARAGLegalCenter.com).

**LONG-TERM DISABILITY**

Eligible employees may apply for long term disability benefits when unable to work due to medical disability. If approved, 66 2/3% of base wage is paid after 90 continuous days of absence due to the medical disability. Employees with less than 3 years and 1 day of City service may receive a maximum of 30 months of LTD benefits. Other employees may receive LTD benefits to age 75 if warranted. Long-term disability benefit payments do not begin until all forms of paid leave (vacation, sick leave, and compensatory time) are exhausted. Coverage is available after 12 month of continuous employment. (A.R. 2.323)

**UNEMPLOYMENT INSURANCE**

When unemployment is beyond the control of the employee, the terminated individual is entitled to apply for benefits from the Arizona Department of Economic Security.

**BENEFITS - MISCELLANEOUS**  
**BUS / LIGHT RAIL CARD**

Free (100% subsidized) bus/light rail card (Platinum Pass) available to all active part-time and full-time employees. Contact your payroll clerk, or call Central Payroll at (602) 262-6555.

**ELDER CARE**

Provides employees, retirees, and their household members with an important, free service to help with the problems of aging parents and other family members. Call ComPsych at (602) 534-5433.

**EMERGENCY RIDE HOME**  
**PROGRAM**

Provides cab vouchers for employees who ride the bus, car-pool, van-pool, bike, or walk to and from work at least three days a week. For information call the HR Connection Center (602) 495-5700.

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---

<b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>	<p>Professional, confidential counseling services are available to employees and their immediate household members to assist with personal issues, work-related problems, and eldercare concerns. For information about EAP counseling services or to schedule an appointment, call the contracted EAP provider (ComPsych) at (602) 534-5433.</p> <p>Supervisors who want to consult with the EAP about an employee’s work performance issues or have questions about a job performance referral to the EAP can call ComPsych at (602) 534-5433.</p>
<b>TRAINING/EDUCATION</b>	
<b>TRAINING</b>	Entry and periodic job-related training as required. Other special training available based on supervisor’s recommendation (see City of Phoenix University Catalog). Some employees will be reimbursed on a one-time basis only for expenses incurred as a result of passing a required certification test. (Art. 5)
<b>TUITION REIMBURSEMENT</b>	Maximum reimbursable for tuition in a fiscal year is \$6,500. (A.R. 2.51)
Textbooks and Lab Fees	Full-time employees who are eligible for tuition reimbursement are eligible for reimbursement of up to \$175 of the tuition reimbursement benefit for required books and lab fees. (A.R. 2.51)
(Seminar / Workshop / Professional Membership Reimbursement)	Employees at Pay Grade 324 and above may use up to \$225 of the tuition fund for City-related memberships and to attend one-day, in-state, City-related seminars and training. (Art. 5) (Pay Ord. 13.m.6)
<b>RETIREMENT</b>	
<b>FINAL AVERAGE COMPENSATION (VACATION LEAVE SNAPSHOT)</b>	The amount of vacation leave eligible for inclusion in the calculation of the final average compensation at the time of retirement is limited to the number of hours in the employee's vacation bank on June 30, 2014, not to exceed amounts established by the City Manager in A.R. 2.18. New hires after June 30, 2014, will not have final cash outs of vacation leave factored into the Final Average Compensation used to establish an employee's pension.
<b>FINAL AVERAGE SALARY (SICK LEAVE SNAPSHOT)</b>	Retiring employees with a minimum of 750 hours of accrued, unused sick leave will qualify for sick leave payout; of the 750, the first 250 are base hours and will not qualify for payment. Retiring employees will receive a payout, at the employee's base rate of pay for 25% of the hours above the base hours. (A.R. 2.441)
<b>MEDICAL EXPENSE REIMBURSEMENT PLAN (MERP)</b>	Employees who were eligible to retire in 15 years or less on August 1, 2007, are eligible for MERP benefits upon retirement from the City. Basic MERP provides the retiree with a monthly check (up to \$202 based on years of service or unit) whether or not the retiree enrolls in City medical coverage. A supplemental MERP amount is added to the Basic MERP by \$10 to \$50 for retirees whose gross annual pension amount is less than \$25,000. Questions regarding MERP should be directed to the Benefits Office at (602) 262-4777. (A.R. 2.42)
<b>POST EMPLOYMENT HEALTH PLAN (PEHP)</b>	The City’s PEHP is a tax-exempt trust authorized by Internal Revenue Code Section 501(c)(9) and is a 100% employer-paid benefit. Program provides employees or employee spouses eligible to retire in more than 15 years from 8/1/07 (or who were hired on or after 8/1/07), who have a payroll deduction for City medical insurance coverage (single or family) with a PEHP account. The City deposits \$150 per month into each eligible employee or employee spouse’s PEHP account. This account is to be used by the employee when he/she retires or separates employment with the City for qualified medical expenses to include health insurance premiums. The administrator of the City’s PEHP is Nationwide Retirement Solutions. Any questions regarding PEHP should be directed to Nationwide at (602) 266-2733 or toll-free at 1(800) 891-4749.
<b>RETIREMENT PROGRAMS</b>	General (non-sworn) employees are covered by Social Security and the City of Phoenix Employees Retirement System (COPERS). For additional information, please refer to Chapter XXIV of the City Charter at <a href="http://www.codepublishing.com/az/phoenix">http://www.codepublishing.com/az/phoenix</a>
<b>SICK LEAVE PAYOUT AT RETIREMENT</b>	Upon retirement, employees with a minimum of 750 hours of accrued and unused sick leave, excluding the first 250 hours, shall be paid for 25% of the unused hours at base hourly wage. (Art. 3) (A.R. 2.441)
<b>MISCELLANEOUS</b>	
<b>CAREER CONSULTATION</b>	Career consultation services available to City employees. For information call the Human Resources Department, Talent Acquisition Division at (602) 495-5703.

2024-2026 COMPENSATION AND BENEFITS REFERENCE GUIDE

**BENEFIT CATEGORY** 003  
**UNIT CODE** 003  
**UNIT REPRESENTATIVE** AFSCME, Local 2960

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**EMPLOYEE SUGGESTION PROGRAM** Cash up to \$16,667 and other awards are given for suggestions that improve City operations and services by saving money, and/or increasing productivity, quality, employee morale, or safety. For information, call the Human Resources Department, HR Connection Center at (602) 495-5700 or visit <https://employee.phoenix.gov/org-dev-learning/employee-suggestion-program> (A.R. 2.27)

**JOB INFORMATION** Jobs currently open for recruitment, job titles and descriptions, rates of pay, and benefits information are available at [phoenix.gov/employment](https://phoenix.gov/employment).

**PARKING** Low-cost parking available to car-pools and van-pools in downtown area. Other spaces available on first-come, first-served basis with cost comparable to other similarly-located lots. Call the Ace Parking Office at (602) 534-8182.

**This Compensation and Benefits Reference Guide is meant to serve as a summary reference tool only. The language of the applicable documents noted below shall prevail regarding the subjects contained herein.**

**Applicable Documents**

- **Administrative Regulations**
- **City Manager Letters**
- **Management Procedures**
- **Meet & Confer Ordinance**
- **Meet & Discuss Ordinance**
  - **Pay Ordinance**
  - **Pay Plan**
- **PERB Rules & Regulations**
- **Personnel Department Letters**
  - **Personnel Rules**