



# FJD Tentative Agreements 2025-2028

## 3-Year Contracts: Economic & Non-Economic

7/1/2025 - 6/30/2028

### YEAR 1:

#### Highlights

- ✓ 2.5% Wage Increase
- ✓ Retroactive pay to July 1, 2025
- ✓ One-time Bonus: \$1,250
- ✓ Longevity Increase: \$100 added to each longevity step

### YEAR 2:

- ✓ 3% Wage Increase
- ✓ Wage scale adds Step 5



### YEAR 3:

- ✓ 3% Wage Increase
- ✓ Wage scale with Step 5





# Tentative Agreements 2025-2028

## 3-Year Contracts: Economic & Non-Economic

7/1/2025 - 6/30/2028

### Highlights

- ✓ **Health Care Cost Security**
  - Increased city contributions to H&W Fund
  - No payroll changes since 2014 (**11 Years+**)
- ✓ **Parental Leave Increase: 8 Weeks**
  - Increased from 4 weeks
- ✓ **Vacation Sell Back: 5 Days**
  - Per year
- ✓ **New Holiday/AL Day Flexibility**
  - Day after Thanksgiving PAID holiday
  - 5 AL Days per year
- ✓ **Family Sick Leave Increase: 30 Days**
  - Increased from 10 days
- ✓ **Bereavement Leave: 5 Days | Used Within 30 Day Period**
  - Immediate family member flexible use period
  - Removal of consecutive day usage requirement
- ✓ **AFLAC Portable Term Life Insurance Policy**
  - Voluntary enrollment
  - For employees and their dependents


**TENTATIVE AGREEMENT BETWEEN  
CITY OF PHILADELPHIA  
AND AFSCME DC 47, LOCAL 2186 COURT EMPLOYEES**

1. Scope. This Agreement applies to employees of the First Judicial District represented by AFSCME DC 47, Local 2186.
2. Term. The term of the agreement shall be July 1, 2025 through June 30, 2028.
3. Wages.
  - a. Effective July 1, 2025, there shall be an increase of 2.5% in each step of the applicable pay plan.
  - b. Effective July 1, 2026, there shall be an increase of 3% in each step of the applicable pay plan.
  - c. Effective July 1, 2027, there shall be an increase of 3% in each step of the applicable pay plan.
  - d. Effective July 1, 2026, the applicable pay plan will be modified to include a fifth step.
4. Ratification Bonus.
  - a. Effective sixty (60) days after ratification, each permanent full-time employee will receive a bonus of \$1,250, consistent with the City's practices and policies.
  - b. The ratification bonus shall be payable to permanent, active employees on the payroll on the date of ratification.
5. Longevity. Effective July 1, 2025, \$100 shall be added to each step of the longevity scale.
6. Health and Welfare. Employees represented by Local 2186 will continue to participate in the District Council 47 health plan subject to the terms agreed upon by the City and District Council 47.
7. Life Insurance. The City will give Local 2186 members the ability to purchase an AFLAC portable voluntary term life insurance policy for employees and their dependents.
8. Vacation Sell Back. Employees shall be permitted to sell back up to five (5) vacation days per year. Vacation sell backs can occur only during the timeframes established by the City of Philadelphia's Office of the Finance Director, considering factors impacting employee vacation leave loss, including, but not limited to, the timing of the sellback during the calendar year.

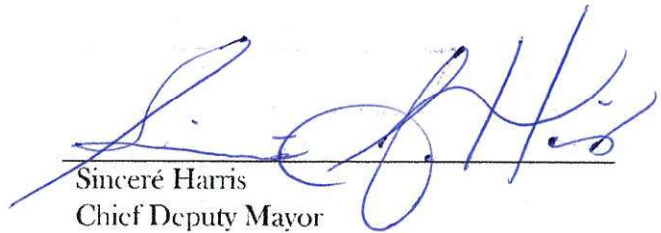
[signature page to follow]

AFSCME DC 47

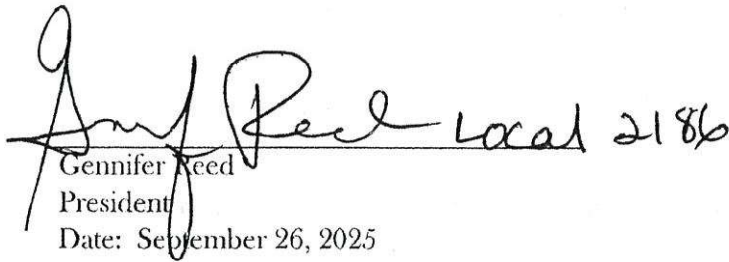
City of Philadelphia



April Giggetts  
President DC 47  
Date: September 26, 2025



Sinceré Harris  
Chief Deputy Mayor  
Date: September 26, 2025



Local 2186

Jennifer Reed  
President  
Date: September 26, 2025

**Addendum to Memorandum of Understanding between the  
Philadelphia Court of Common Pleas and AFSCME, District Council 47, Local 2186  
Effective July 1, 2025, through June 30, 2028**

The Memorandum of Understanding (“2005 MOU”) entered into on January 27, 2005 by and between the Philadelphia Court of Common Pleas (“Judiciary,” “District,” or “FJD”), and AFSCME, District Council 47, Local 2186 (“Local 2186”), which was recognized as the exclusive representative of the FJD employees designated as professional first level supervisors as set forth in Appendix A of the 2005 MOU for the purpose of meeting and discussing with respect to wages, hours and terms of employment, which was amended by an Addendum to the Memorandum of Understanding executed on December 8, 2016 (“2016 Addendum”), further amended by a Memorandum of Understanding on or about October 7, 2019 (“2019 Addendum”), and further amended by a Memorandum of Understanding on or about September 20, 2022, which was extended until September 30, 2025. A copy of the 2005 MOU, 2016 Addendum, 2019 Addendum and 2022 Addendum are attached as *Exhibit 1* to this Addendum.


**WHEREAS**, the parties desire to further modify the 2005 MOU for the period from July 1, 2025 through June 30, 2028 to control as provided herein.

**NOW, THEREFORE**, the parties in consideration of the foregoing and intending to be legally bound agree as follows:

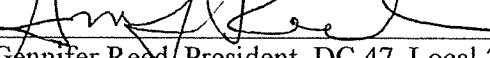
- 1) All other terms and provisions of the 2005 MOU, as modified by the 2016 Addendum, 2019 Addendum and 2022 Addendum remain in full force and effect to the extent that they are not declared to be unlawful and unenforceable.

IN WITNESS WHEREOF, the parties have entered into this Addendum to the January 27, 2005 MOU executed on the dates set forth below.

**AFSCME, DISTRICT COUNCIL 47, LOCAL 2186**

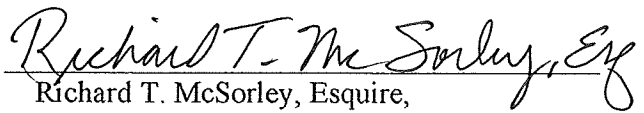
By:   
April Gigetts, President, AFSCME District Council 47

Date: 9/26/25

By:   
Jennifer Reed, President, DC 47, Local 2186

Date: 9-26-25

**FIRST JUDICIAL DISTRICT OF PENNSYLVANIA  
COURT OF COMMON PLEAS**

By:   
Richard T. McSorley, Esquire,  
District Court Administrator  
First Judicial District of Pennsylvania

Date: 9/29/25