

**CITY OF PHILADELPHIA- AFSCME DISTRICT COUNCIL 47 LOCAL 2186-  
COURT EMPLOYEES**

**MEMORANDUM OF AGREEMENT**

1. Term

The term of the Agreement shall be three (3) years: July 1, 2021 through June 30, 2024.

2. Wages

A. Effective July 1, 2021, there shall be an increase of 2.5% in each step of each pay range in the applicable pay plan.

B. Effective July 1, 2022, there shall be an increase of 3.25% in each step of each pay range in the applicable pay plan.

C. Effective July 1, 2023, there shall be an increase of 3.25% in each step of each pay range in the applicable pay plan.

3. Bonus

Effective no later than 30 days after ratification, each employee will receive a \$1,200 bonus, consistent with the parties' past practice.

4. Health and Welfare

Employees represented by Local 2186 will continue to participate in the District Council 47 health plan subject to the terms agreed to between the City and District Council 47.

5. Retiree Life Insurance

Employees who retire on or after January 1, 2022, shall be entitled to \$7,500 in life insurance.

6. Administrative Leave Day

Effective thirty (30) days after ratification, employees will receive an additional AL day that must be used by June 30, 2022. Effective July 1, 2022, this additional AL day shall be administratively used on the Friday after Thanksgiving unless the courts are open for business on that day. Should the courts determine that they will be open for business on the day after Thanksgiving, the employee will be permitted to utilize the AL day in accordance with FJD Administrative Leave Policy.

7. The Parties acknowledge and agree that certain employees have received the wage increase in Paragraph 2A and/or the Bonus payment in Paragraph 3. The Parties agree that the payments in Paragraph 2A and Paragraph 3 shall be payable to employees who have not already received the payments provided herein.

CITY OF PHILADELPHIA

Monica Marchetti-Brook

[Signature]

Jaiwon John

Date: February 19, 2022

AFSCME DISTRICT COUNCIL 47  
LOCAL 2186, COURT EMPLOYEES

Catherine Jett

Camela P. Gol

[Signature]

Date: February 16, 2022

[Signature]  
Danya Hill