

Collective Bargaining Agreement
By and Between
LMG and AFSCME Local 2629
On behalf of certain employees of the Louisville Zoo
R-034-25 AFSCME Zoo
Labor and Economic Development Committee
April 15, 2025

Ratification Vote: 40 to 20

Article 12 and Addendum A: Substantial increases to starting pay (see chart below) in the first year of a 5 year contract with Retro Pay to July 1, 2024. Also, negotiated a new pay scale: the old model provided for 4 steps over 6 years while the new model provides for 12 steps over 18 years which will help with retention. Raises of 3%, 3%, 2%, 2% in years 2 through 5.

| Job Title | OLD Rate | NEW Rate |
|------------------------------|-----------------|-----------------|
| Zoo Service Clerk | 11.37 | 16.65 |
| Receptionist Z/U | 12.16 | 16.98 |
| Custodian I Z/U | 13.12 | 17.32 |
| Cashier Coordinator Z/U | 15.30 | 17.67 |
| Administrative Assistant Z/U | 15.99 | 17.67 |
| Education Assistant Z/U | 16.16 | 17.67 |
| Maint. Worker II Z/U | 15.94 | 18.38 |
| Info Systems Technician Z/U | 16.42 | 18.38 |
| Keeper I Z/U | 16.75 | 18.40 |
| Keeper II Z/U | 18.40 | 20.30 |
| Zoo Vet Assistant | 18.40 | 20.30 |
| Development Specialist Z/U | 18.47 | 21.12 |
| Membership Specialist Z/U | 18.47 | 21.12 |
| Horticulturist Worker | 19.76 | 21.97 |
| Zoo Registrar | 18.80 | 23.30 |
| Keeper III Z/U | 20.31 | 23.30 |
| Educator I Z/U | 21.36 | 23.36 |
| Payroll Specialist Z/U | 21.97 | 23.80 |
| Zoo LSS Technician | 21.36 | 24.74 |
| Carpenter Z/U | 18.40 | 25.25 |
| Plumber Z/U | 20.31 | 26.78 |
| Auto Maint Mech Z/U | 20.31 | 27.86 |
| Zoo Electrician | 22.75 | 27.86 |
| Maint. Mech Z/U | 23.49 | 27.86 |
| Maint. HVAC/Mech Z/U | 23.87 | 29.00 |

Article 12: Increased shift differential from \$0.25 to \$0.50.

Article 10: Updated language for filling job vacancies to include a Member's job history.

Article 7: Improved and strengthened discipline language and standardized timeframes.

Article 18: Updated Health Insurance language and increased uniform allowance from \$300 to \$500.

Article 5: Removed Fair Share Fees to comply with State/Federal Law and current practice.

Article 6: Negotiated clear and consistent rules for the use of Union Business Time.