



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Dylan Carlson, Senior Labor Relations Manager
Bill Fosbre, City Attorney
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the International Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #297, General Unit – October 1, 2019
DATE: September 19, 2019

SUMMARY:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #297, General Unit.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #297, General Unit.

BACKGROUND:

The resolution will authorize execution of a Letter of Agreement as negotiated with the Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #297, General Unit. The agreement will provide for a promotional opportunity for certain employees in the classification of WWTP Assistant (CSC 5099), to promote into a new classification of Wastewater Treatment Plant (WWTP) Maintenance Technician (CSC 5111). The initial pay rate for the classification will be between \$31.90 and \$35.16 per hour. An ordinance to create the title of WWTP Maintenance Technician is scheduled for consideration by the City Council as an ordinance on October 1, 2019.

The Letter of Agreement provides for the process for employees to be eligible to successfully promote into this developmental opportunity. It will serve as an opportunity for incumbents to gain exposure and experience in Wastewater Treatment Plant maintenance to allow a more logical career progression into the journey-level WWTP Machinist classification. The classification will perform similar work to the WWTP Maintenance Machinist in a semi-skilled capacity, but will not perform the machining duties that the WWTP Machinist performs.

ISSUE:

Authorization is required to execute the Letter of Agreement as negotiated on behalf of employees represented by the Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #297, General Unit.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Expenditures for new classifications created are the responsibility of each department for their respective employees. Department Directors will be responsible for adhering to their overall level of appropriation.