



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Human Resources Senior Analyst
Gary Buchanan, Human Resources Director
Kari L Louie, Senior Compensation & Benefits Manager
Dylan Carlson, Senior Labor Relations Manager

COPY: City Council and City Clerk

SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit – February 26, 2019

DATE: February 8, 2019

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control 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 International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit.

BACKGROUND:

The resolution will authorize the execution of the 2018-2019 Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. There are currently 50 full-time, budgeted positions in the bargaining unit.

The agreement covers two years, and provides for a wage increase in each year of the agreement. Effective January 1, 2018, wages will increase retroactively by 2.5 percent. Effective January 1, 2019, wages shall increase by retroactively by 3 percent.

Other changes to the agreement include language changes in the articles on Grievances and Discipline; an increase to the annual safety footwear allowance from \$250 to \$300; language that unused compensatory time off will be paid out at the end of the year in which it was earned; language that employees must complete their probationary period to be eligible for standby assignments; the addition of an application of rate of 2 percent for up to three (3) employees in the classification of WWTP Electrical/Instrumentation Technician for maintaining a valid Crane Operator certification; and the addition of standard language regarding time off and benefits to Appendix B.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated on behalf of employees represented by the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact has been provided by the Budget Office.