



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst
Dylan Carlson, Senior Labor Relations Manager
Gary Buchanan, Human Resources Director
Kari L Louie, Senior Compensation & Benefits 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 Division Unit – July 9, 2019.

DATE: June 14, 2019

SUMMARY:

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

BACKGROUND:

The resolution will authorize execution of a 2019-2021 Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit. There are currently 129 budgeted, full-time positions within the bargaining unit.

The agreement covers three years, and provides for a wage increase in each year of the agreement. Effective January 1, 2019, the journey level wage rate, and all wage rates not expressed as a percentage of journey level, will increase retroactively by 3 percent. Effective January 1, 2020, the journey level wage rate and all wage rates not expressed as a percentage of journey level shall increase by 3 percent. Effective January 1, 2021, the journey level wage rate and all wage rates not expressed as a percentage of journey level shall increase by 2.5 percent.

Other changes to the agreement include removing the CDL requirement for the classification of Water Service Mechanic positions in Water Quality; adding language to Article 2 – Union Recognition to reflect changes required by law; and adding language clarifying the article on non-discrimination. The agreement also adds standard language regarding time off and benefits to Appendix B.

ISSUE:

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

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office.