



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Director, Human Resources
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 Professional and Technical Employees, Local 17 and the International Brotherhood of Electrical Workers, Local 483, Supervisors Unit – March 3, 2020.

DATE: February 14, 2020

SUMMARY:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Professional and Technical Employees, Local 17, and the International Brotherhood of Electrical Workers, Local 483, Supervisors 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 Professional and Technical Employees Local 17 and the International Brotherhood of Electrical Workers, Local 483, Supervisors Unit.

BACKGROUND:

The resolution will authorize execution of a Letter of Agreement as negotiated by and between the Professional and Technical Employees, Local 17 (PROTEC17) and the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors Unit.

The Letter of Agreement provides for the accretion of the classification of Solid Waste Collection Supervisor (CSC 5017) from the PROTEC17 Unit into the IBEW, Local 483, Supervisors Unit. It provides for a general wage increase of 3 percent and an additional 6.75 percent as a market adjustment, retroactive to January 1, 2019. Retroactive to January 1, 2020, a general wage increase of 2.25 percent will be applied.

A new section under Article 6 of the Local 483 Supervisors collective bargaining agreement has been added to account for those Work Rules that are separate for the Solid Waste Collection Supervisor classification. It agrees that this classification will be eligible for an annual boot allowance of \$300. All other terms and conditions of the Local 483 Supervisors Unit collective bargaining agreement shall apply to the Solid Waste Collection Supervisor classification.

ISSUE:

Authorization is required to execute the Letter of Agreement as negotiated with the bargaining unit on behalf of the employees represented by the International Brotherhood of Electrical Workers, Local 483, Supervisors 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 Management Services Office.