



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
 Karen Short, Senior Human Resources Analyst, Human Resources
 Shelby Fritz, Director, Human Resources
 Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the Teamsters Local 313 – April 12, 2022
DATE: March 30, 2022

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Letter of Agreement as negotiated with the Teamsters Local 313, regarding an incentive payment for certain employees in the classification of Sewer Worker.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement (LOA) as negotiated with the Teamsters Local 313.

The City and the Union have reviewed revisions to the class specification for Sewer Worker, which includes that a Class A Commercial Driver’s License with N (tanker) endorsement (CDL) may be required within 9 months of appointment, with maintenance thereafter. This will be a requirement for all individuals appointed after the revision. Employees hired prior to the revision will have a twenty-four (24) month window to be eligible for a CDL Incentive payment \$2,000, for obtaining and/or maintaining a valid CDL and meeting all other requirements as outlined in the Letter of Agreement.

The LOA also provides additional language and clarification to resolve a dispute as to whether qualified Sewer Workers are eligible to receive an upgrade to Sewer Equipment Operator for time spent driving a City vehicle that requires a CDL from one location to another for a minimum of one-half hour or actual driving hours, whichever is greater.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Teamsters Local 313 and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
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Do not approve execution of the Letter of Agreement	N/A	unknown
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EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council is required to authorize execution of the Letter of Agreement with the Teamsters Local 313.

FISCAL IMPACT:

A \$2,000 one-time incentive payment will be provided to employees who meet requirements of the LOA within a 24 month period after approval of the agreement. Department Directors will be responsible for adhering to overall levels of appropriation.

What Funding is being used to support the expense?

Participating department will be responsible for costs.

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

YES

Are there financial costs or other impacts of not implementing the legislation?

YES

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

NO

ATTACHMENTS:

Letter of Agreement