



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst, Human Resources
Bill Fosbre, City Attorney
Dylan Carlson, Senior Labor Relations Manager
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with Teamsters Local 313 – August 20, 2019
DATE: August 4, 2019

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement with Teamsters Local 313, consisting of approximately 133 budgeted, full-time positions, retroactive to January 1, 2018, through December 31, 2021.

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 compensation and benefits as negotiated in the Collective Bargaining Agreement with Teamsters Local 313.

BACKGROUND:

The resolution will authorize the execution of a 2018-2021 Collective Bargaining Agreement (CBA) as negotiated with Teamsters Local 313. There are currently 133 budgeted, full-time positions within the bargaining unit.

The agreement covers four years, and provides for a wage increase in each year of the agreement. Effective January 1, 2018, base wages will increase by 2.5 percent; and effective January 1, 2019, base wages will increase by 3 percent. Bargaining unit employees employed as of July 29, 2019, and retirees during the term of this agreement are eligible for retroactive pay. Effective January 1, 2020, wages will increase by 3 percent; and effective January 1, 2021, wages will increase by 2.5 percent. In addition, bargaining unit employees employed as of July 29, 2019, will receive a one-time, lump sum payment of \$300 for the agreement to remove the attendance incentive from the contract.

Other changes to the agreement include an increase to the allowance provided for boots and foul weather gear from \$250 to \$275 annually, and modification of the pay range for the classification of Senior Sewer Worker (CSC 5011) by removing the criteria to reach non-automatic Step 4. The agreement also includes updates to language to Article 12 on Non-Discrimination, Article 13 regarding release time for employees to participate in negotiations, and Article 14 regarding Hours of Work and Overtime; and moves language regarding time off and benefits to Appendix B.

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 Office of Management and Budget.