



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Human Resources Senior Analyst
Gary Buchanan, Human Resources Director
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 the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit – May 7, 2019

DATE: April 22, 2019

SUMMARY:

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

BACKGROUND:

The resolution will authorize the execution of the 2019-2021 Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit. There are currently 28 full-time, budgeted positions in the bargaining unit.

The agreement covers three years, and provides for a wage increase in each year of the agreement. Effective January 1, 2019, wages will increase retroactively by 2 percent, and the pay scale will be modified by adding an incremental step of 5 percent to the top of the range and eliminating the current step 1. Wages effective both in January 1, 2020, and January 1, 2021, will increase by 2 percent.

Other changes to the agreement include agreement between the parties to conduct labor management meetings to discuss the feasibility of piloting a 9/80 work schedule; adding clarifying language around the use of paid leaves, and the inclusion 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, Court Clerks Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information has been provided by the Budget Officer.