



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 the Professional & Technical Employees, Local 17 – December 3, 2019
DATE: November 8, 2019

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement, and two Letters of Agreement negotiated with the Professional & Technical Employees, Local 17, retroactive to January 1, 2019, through December 31, 2022.

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 the Professional & Technical Employees, Local 17.

BACKGROUND:

The resolution will authorize the execution of a 2019-2022 Collective Bargaining Agreement (CBA) and two Letters of Agreement (LOA) as negotiated with the Professional & Technical Employees, Local 17. The agreements were approved by the Public Utility Board as a resolution on November 13, 2019.

The agreement covers four years, and provides for a wage increase in each year of the agreement. Retroactive to January 1, 2019, employees will receive a general wage increase of 3 percent. Additionally, effective January 1, 2019, wage adjustments will be provided for 16 classifications due to market, compression and/or parity. Effective January 1, 2020, wages will increase by 3 percent; effective January 1, 2021, wages will increase by 2.5 percent; and effective January 1, 2022, wages will increase by 2.25 percent.

Other changes to the agreement include:

1. Modifications to Article 5 – Grievance Procedure to clarify process and provide more time to consider whether to arbitrate a grievance.
2. Retitling the classification of Utility Services Representative I (CSC 0613) to Utility Services Representative
3. Retitling the classification of Utility Services Representative II (CSC 0614) to Utility Services Supervisor
4. Adding a new classification of Utility Services Representative, Senior (CSC 0608) with a pay range between Utility Services Representative and Utility Services Supervisor, to provide for a better path for promotion of qualified employees.
5. Align base wages for the Engineering Construction Coordinator with those of the Associate Construction Manager classification, due to their similar requirements, which provides an adjustment of 1.73 percent.
6. A Letter of Agreement (LOA) regarding employees currently in the Collection Systems Worker (CSC 5007) and Collection Systems Technician (CSC 5008) classifications in the Environmental Services Department, by adding a Commercial Driver’s License (CDL) requirement. Current



employees with a CDL will be eligible to advance the equivalent of one pay step, and an employee who does not have a CDL will be eligible for a step increase upon obtaining a CDL.

7. A LOA to create applications of rate for employees in the classifications of Inspector, Senior Inspector and Code Inspector Supervisor to obtain International Code Council certifications in the Planning & Development and Neighborhood & Community Services Departments.
8. Changes throughout the agreement to provide for gender-neutral language.

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. Department Directors will be responsible for adhering to their overall level of appropriation.