



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Human Resources Senior Analyst
Gary Buchanan, Human Resources Director
Kari L Louie, Senior Compensation & Benefits 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, Human Resources Unit – February 27, 2018

DATE: February 21, 2018

SUMMARY:

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

BACKGROUND:

The resolution will authorize execution of a 2017-2019 Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit. There are currently 19 full-time, budgeted positions in the bargaining unit.

The agreement covers three years, and provides employees with a wage increase in each year of the agreement. Effective April 1, 2017, pay ranges will be moved to a five step system and will increase retroactively by 2 percent for the classifications of Human Resources Analyst and Human Resources Specialist; and 5 percent for the classification of Human Resources Assistant. Wages for 2018 will be increased by 2.5 percent for the classes of Human Resources Analyst and Human Resources Specialist and by 4 percent for the Human Resources Assistant; and wages in 2019 will increase for all classifications by 2.75 percent. In addition, employees in the classification of Human Resources Specialist will change from overtime exempt, to overtime eligible with the implementation of the agreement; and retroactive to April 1, 2017, all represented employees will be eligible for longevity pay.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit on behalf of the employees represented by International Brotherhood of Electrical Workers, Local 483, Human Resources Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact has been provided by the Budget Office.