



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Director, Human Resources
Dylan Carlson, Senior Labor Relations Manager
Bill Fosbre, City Attorney

COPY: City Council and City Clerk

SUBJECT: Resolution - Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit – February 18, 2020.

DATE: January 31, 2020

SUMMARY:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Division 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, Water Division Unit.

BACKGROUND:

The resolution will authorize execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit.

The Letter of Agreement provides for the accretion of the classification of Water Supply Supervisor into the International Brotherhood of Electrical Workers, Local 483, Water Division Unit. It establishes a one-step pay rate at \$47.80 per hour effective January 1, 2020. Future wage increases shall be governed by the 2019-2021 Collective Bargaining Agreement between the parties.

The current incumbent, shall receive a wage increase retroactive to January 1, 2020, of 3 percent, and will be eligible to receive longevity pay. After the wage increase has been applied, the incumbent’s wage rate shall be frozen until such time as the established wage for the classification exceeds the frozen rate.

The classification of Water Supply Supervisor will also be added to the list as eligible for reimbursement costs for the Water Distribution Manager certification.

ISSUE:

Authorization is required to execute the Letter of Agreement as negotiated with the bargaining unit on behalf of the employees represented by the International Brotherhood of Electrical Workers, Local 483, Water Division Unit.

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 Management Services Office.