



TO: Elizabeth Pauli, City Manager

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

COPY: City Council and City Clerk

SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit – March 17, 2020

DATE: March 2, 2020

SUMMARY:

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

BACKGROUND:

The resolution will authorize the execution of the 2020-2022 Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. There are currently 52 full-time, budgeted positions in the bargaining unit.

The agreement provides for a wage increase retroactive to January 1, 2020, of 3 percent; effective January 1, 2021, wages increase by 2.5 percent; and effective January 1, 2022, wages increase by 2.25 percent.

Other changes in the agreement include:

- Updated language regarding the meeting frequency of the Labor Management Committee.
- The requirement that Notice of Performance Concerns and Records of Conversation documents will contain an expiration date of no greater than 3 years from its writing if no further related actions have occurred.
- The addition of language clarifying the process for employee upgrades to Senior WWTP Operator.
- Language providing that employees will be eligible for a reimbursement for the purchase of safety glasses consistent with amount and limitations of the Division.
- Provision of paid time for clean-up prior to the lunch break and end of shift.
- Amendments to Article 13 – Hours of Work & Scheduling to modify and clarify work hours and shifts for various personnel.
- Fatigue Time – if an employee has worked overtime, and has less than 8 hours prior to the start of their regular shift, the employee may use accrued leave for up to 8 hours prior to returning to their regular shift
- Clarification of how standby assignments will be made.
- The addition of an application of rate of 5 percent for the classifications of WWTP Operator, Senior, WWTP Operator, and WWTP Operator-In-Training, for working straight time hours during the “B” Shift.
- The addition of an application of rate of 5 percent for the senior most WWTP Electrician/Instrumentation Technician, with a minimum of three years in the Operations & Maintenance Division, when designated as a Lead, for all hours worked when specific criteria is met.



- Agreement to sunset an existing 2 percent application of rate provided to employees in the classification of WWTP Electrical/Instrumentation Technician, for holding and maintaining a Crane Operators Certification. Employees currently receiving the certification pay will continue to do so as long as they hold and maintain the certification, but the application of rate will not be available for any other current and/or future employees.

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, Water Pollution Control 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.