

AGENDA ITEM SUMMARY

Meeting Date:	SEPTEMBER 19, 2018
Agenda Category:	CONSENT BUSINESS
Agenda Item Number:	10 B
Subject:	AMENDMENTS TO LABORERS' INTERNATIONAL UNION OF NORTH AMERICA (LIUNA) AGREEMENT (CITY MANAGER)

Attachments:	Agreement amendments
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Staff Contact:	City Manager Fettrow
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Background:	Article 16 of the contract was opened this year, and, after several meetings between the City and the Union, the parties have tentatively agreed to the changes (attached in red).
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Reference:	Bargaining Unit Agreements
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Suggested Action:	Approve the amendments to the Laborers' International Union of North America (LIUNA) Agreement
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ARTICLE 16

WAGES

1. The City agrees to classify all employees covered by this Bargaining Unit Agreement with a Pay Classification/Range plan as outlined in Appendix A of this Agreement, effective the first full pay period in the new fiscal year.
 - A. If promoted to a higher position, an employee shall receive a five percent (5%) increase above their current pay rate, or to the minimum of the new position whichever is greater than the current pay rate. However, no employee shall be placed above the maximum pay rate for the new position.
 - B. Any bargaining unit employee required to work the “second shift” shall receive an additional 50¢ per hour, and any bargaining unit employee required to work the “third shift” shall receive an additional wage of 70¢ per hour in the form of a shift differential. This differential will be applicable to time actually worked, and will be included in the regular paycheck.
 - C. Those employees assigned to collect yard waste/debris will be awarded, as an incentive, 25¢ per hour for each hour worked at that function during the applicable pay cycle. Those employees assigned to operate the sign making machine in the Sign Shop will be awarded, as an incentive, 75¢ per hour for each hour worked at that function during the applicable pay cycle.
 - ~~D. Any bargaining unit employee who, as of November 1, 2018, has used a cumulative total of twenty-four (24) hours or less of accrued sick leave, leave without pay, or unscheduled vacation since January 1, of the current calendar year shall be awarded the lump sum of \$500.00, payable in November. This provision will expire effective November 1, 2018.~~
 - E.D. Longevity Pay shall be provided in accordance with the provisions of the Personnel Policies and Procedures Manual of the City of Rockledge as amended.
 - F.E. When the City adjusts the wages of an employee covered by the terms of this agreement, for any reason other than probation or promotion, the City will notify the Union prior to or commensurate with the increase in said wages.

APPENDIX A

Pay Classification Range for FY 2019

Position	Minimum		Maximum	
Foreman	\$15.50	\$32,240.00	\$27.50	\$57,200.00
Chief Automotive Mechanic	\$15.50	\$32,240.00	\$27.00	\$56,160.00
Heavy Equipment Operator	\$15.00	\$31,200.00	\$27.00	\$56,160.00
Truck Driver (Construction)	\$15.00	\$31,200.00	\$20.00	\$41,600.00
Building Maintenance Technician	\$14.00	\$29,120.00	\$27.00	\$56,160.00
Sanitation Operator (Driver)	\$14.00	\$29,120.00	\$22.00	\$45,760.00
Sign & Container Repair Technician	\$13.50	\$28,080.00	\$21.00	\$43,680.00
Mechanic	\$14.25	\$29,640.00	\$25.00	\$52,000.00
Paint and Body Worker	\$14.00	\$29,120.00	\$21.50	\$44,720.00
Carpenter	\$13.50	\$28,080.00	\$20.00	\$41,600.00
Relief Operator (Driver)	\$13.50	\$28,080.00	\$20.00	\$41,600.00
Light Equipment Operator	\$13.00	\$27,040.00	\$20.00	\$41,600.00
Signs & Street Marking	\$12.00	\$24,960.00	\$20.00	\$41,600.00
Procurement Technician	\$12.00	\$24,960.00	\$20.00	\$41,600.00
Maintenance Worker (Laborer)	\$12.00	\$24,960.00	\$18.00	\$37,440.00
Sanitation Worker (Laborer)	\$12.00	\$24,960.00	\$18.00	\$37,440.00
Plant Operator A	\$18.00	\$37,440.00	\$27.00	\$56,160.00
Plant Operator B	\$17.00	\$35,360.00	\$26.00	\$54,080.00
Plant Operator C	\$16.00	\$33,280.00	\$25.00	\$52,000.00
Line Maintenance Technician III	\$15.00	\$31,200.00	\$25.00	\$52,000.00
Line Maintenance Technician II	\$14.00	\$29,120.00	\$22.00	\$45,760.00
Line Maintenance Technician I	\$13.00	\$27,040.00	\$20.00	\$41,600.00
Irrigation Line Technician	\$13.00	\$27,040.00	\$20.00	\$41,600.00
Plant Operator Trainee**	\$12.00	\$24,960.00	\$12.00	\$24,960.00

**Plant Operator Trainee must receive Operator License within two (2) years of employment date; extension based on recommendations of department director.

PUBLIC WORKS

Fiscal Year 2019

Current

Proposed

NAME	TITLE	Annual	Hourly	Annual	Hourly
BLAINE	Foreman	42,813.13	20.58	44,033.60	21.17
CHAMBERS	Maintenance Worker	23,920.00	11.50	24,960.00	12.00
DANIELS	Heavy Equip. Operator	31,200.00	15.00	31,907.20	15.34
DAVIS	Maintenance Worker	23,920.00	11.50	24,960.00	12.00
DELONG	Maintenance Worker	25,834.56	12.42	26,624.00	12.80
DELZELL	Chief Mechanic	34,320.00	16.50	35,089.60	16.87
GRGURICH	Sign and Street Marker	27,261.63	13.11	28,080.00	13.50
HENRY	Truck Driver	41,932.80	20.16	43,700.80	21.01
HERNANDEZ	Maintenance Worker	26,763.78	12.87	27,705.60	13.32
JAMES	Irrigation Line Technician	30,409.60	14.62	31,470.40	15.13
KARELOVICH	Carpenter	28,277.61	13.60	28,912.00	13.90
LEE, DENNIS	Maintenance Worker	26,617.92	12.80	27,476.80	13.21
LEE, KENNETH	Maintenance Worker	28,183.62	13.55	29,265.60	14.07
MOORE	Procurement Specialist	30,043.46	14.44	30,721.60	14.77
MULLINGS	Maintenance Worker	25,251.20	12.14	25,812.80	12.41
NAUMAN	Mechanic	30,056.00	14.45	30,742.40	14.78
PATTERSON	Building Maintenance Technician	42,432.00	20.40	44,428.80	21.36
PAULEY	Maintenance Worker	24,918.40	11.98	25,521.60	12.27
PETREY	Chief Automotive Mechanic	43,564.32	20.94	44,928.00	21.60
SEMELROTH	Light Equip Operator	29,660.79	14.26	30,326.40	14.58
SIEGEL	Building Maintenance Technician	29,702.40	14.28	30,700.80	14.76
SIMPSON	Maintenance Worker	24,585.60	11.82	25,521.60	12.27
STUMP	Mechanic	30,472.00	14.65	31,158.40	14.98
SWIGER	Foreman-Construction	33,217.60	15.97	33,966.40	16.33
SZUMSKI, C	Light Equip Operator	29,951.59	14.40	30,867.20	14.84
TURNAGE	Paint and Body Worker	34,320.00	16.50	35,089.60	16.87
TURNER	Truck Driver	32,281.60	15.52	33,009.60	15.87
VAZQUEZ	Carpenter	27,040.00	13.00	28,080.00	13.50
WELCH	Maintenance Worker	25,251.20	12.14	25,812.80	12.41
WILLIAMSON	Heavy Equip. Operator	41,501.16	19.95	43,222.40	20.78

STORM WATER

Fiscal Year

NAME	TITLE	Annual	Hourly		
COPPOLINO	Foreman	46,964.62	22.58	48,027.20	23.09
PUMPHREY	Heavy Equip. Operator	33,049.02	15.89	34,174.40	16.43
KOLLING	Chief Heavy Equip. Oper	33,654.40	16.18	34,611.20	16.64

SANITATION

Fiscal Year 2019

Current

Proposed

NAME	TITLE	Annual	Hourly	Annual	Hourly
AMISON	Sanitation Worker	24,585.60	11.82	25,521.60	12.27
AVILES	Sanitation Worker	23,920.00	11.50	24,960.00	12.00
BRITT	Sanitation Worker	24,918.40	11.98	25,521.60	12.27
BROWN	Sanitation Worker	23,920.00	11.50	24,960.00	12.00
BUSSEY	Sanitation Operator	40,642.47	19.54	42,265.56	20.32
CARMAN	Sanitation Worker	24,252.80	11.66	25,521.60	12.27
CHAMBERS	Sanitation Worker	23,920.00	11.50	24,960.00	12.00
DAVIS, JASON	Sanitation Worker	24,585.60	11.82	25,521.60	12.27
DESMOND	Relief Operator	26,000.00	12.50	26,582.40	12.78
GRAHAM, D	Sanitation Operator	32,312.09	15.53	33,446.40	16.08
GUEST	Sanitation Worker	28,496.76	13.70	29,640.00	14.25
JACKSON	Sanitation Worker	25,251.20	12.14	25,812.80	12.41
LARKINS	Sanitation Operator	35,151.58	16.90	36,524.80	17.56
LEMLEY	Sanitation Worker	24,918.40	11.98	25,521.60	12.27
MAGEE	Sanitation Operator	39,374.24	18.93	40,268.80	19.36
MCALLISTER	Sanitation Worker	24,252.80	11.66	25,521.60	12.00
MCBRIDE	Foreman	33,217.60	15.97	33,966.40	16.33
MITCHELL	Sanitation Worker	24,252.80	11.66	24,960.00	12.00
ORTIZ	Relief Operator	26,520.00	12.75	27,123.20	13.04
OSBORN	Sanitation Worker	25,251.20	12.14	25,812.80	12.41
PEARCE	Sanitation Operator	29,723.20	14.29	30,388.80	14.61
PERRY	Sanitation Operator	29,120.00	14.00	29,775.20	14.32
POMICHTER	Sanitation Worker	24,585.60	11.82	25,521.60	12.27
PRICE	Sanitation Operator	31,643.49	15.21	32,364.80	15.56
PROUT-THORNE	Sanitation Operator	31,200.00	15.00	32,198.40	15.48
REEVES	Sanitation Worker	24,585.60	11.82	25,521.60	12.27
REHM	Sign/Hobo repair	28,641.60	13.77	29,286.40	14.08
ROBILLARD	Sanitation Worker	25,251.20	12.14	25,812.80	12.41
SHARMA	Relief Operator	26,520.00	12.75	27,123.20	13.04
SHULER	Sanitation Operator	30,908.80	14.86	31,844.80	15.31
STATON	Sanitation Worker	24,252.80	11.66	24,960.00	12.00
SWAYZE	Sanitation Worker	24,252.80	11.66	24,960.00	12.00
VO	Heavy Equip. Op.	36,587.20	17.59	37,876.80	18.21

WASTE WATER

Fiscal Year		Current		Proposed	
NAME	TITLE	Annual	Hourly	Annual	Hourly
BISHOP	"B" Operator	35,642.88	17.14	36,444.84	17.52
BRANNEN	Line Maintenance I	27,040.00	13.00	27,643.20	13.29
GIESECKE	"C" Operator	50,419.20	24.24	52,603.20	25.29
HUGHES	Procurement Specialist	29,660.24	14.26	30,950.40	14.88
KING-DANIELS	Line Maintenance I	27,040.00	13.00	27,643.20	13.29
MAGAN	Line Maintenance II	29,120.00	14.00	29,785.60	14.32
MARKS	"C" Operator	38,109.73	18.32	39,499.20	18.99
MARTIN	Line Maintenance II	33,521.28	16.12	34,694.40	16.68
MCEARCHERN	"C" Operator	33,280.00	16.00	34,028.80	16.36
MONE	Operator Trainee	23,920.00	11.50	24,960.00	12.00
NOLEN	Line Maintenance III	42,424.20	20.40	44,428.80	21.36
NORRIS	"C" Operator	36,296.00	17.45	37,481.60	18.02
PATRICK	Line Maintenance II	39,099.11	18.80	40,393.60	19.42
WATKINS	Line Maintenance II	35,276.80	16.96	36,774.40	17.68

ARTICLE 30

DURATION

1. The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in the agreement. Therefore, the City and the Union for the life of this agreement each voluntarily and unqualifiedly waives the right, and agrees that the other shall not be obliged, to bargain collectively with respect to any subject or matter referred to or covered in this agreement, or with respect to any subject or matter not specifically referred to or covered in this agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time that they negotiated or signed this agreement.
2. This agreement shall become effective on the ratification date, and shall remain in full force and effect until its expiration date on September 30, 2019.

It is agreed and understood by both parties that Article 16 WAGES and Article 14 SICK LEAVE shall be opened in year two and three of the contract (Fiscal Years 2018 and 2019). During the term of this Agreement and upon proper notice by either party, one article on each side may be opened in 2018 and 2019, if declared by July 1 of each respective year.

3. If either the City or the Union desires to modify, amend, or terminate this agreement at its normal expiration date as stated above, official notice by the parties of such desire must be given in writing at least ninety (90) days prior to the expiration date, unless there is a mutual agreement to the contrary to commence negotiations.
4. This agreement was ratified by the Union on the 20th day of March 2017
The ~~2017–2018~~ Amendments to this contract were ratified on ~~October 24th~~,
~~2017~~September 11, 2018.
5. This agreement was authorized by the City Council of the City of Rockledge, Florida, at its regular meeting held on the 5th day of April 2017.

The ~~2017-2018~~ Amendments to this agreement was authorized by the City Council of the City of Rockledge, Florida at its regular meeting held on the ~~1st day of November 2017~~.

Therefore, the undersigned representatives of the City of Rockledge and Local 678 of the Laborers International Union have caused their signatures to be so affixed:

FOR THE CITY:

FOR THE UNION:

City Manager

Business Agent

Mayor

Union Representative