

AGENDA ITEM SUMMARY

Meeting Date:	SEPTEMBER 4, 2019
Agenda Category:	CONSENT BUSINESS
Agenda Item Number:	10 D
Subject:	RATIFICATION OF TEAMSTERS CONTRACT AMENDMENTS AND MEMORANDUM OF UNDERSTANDING (CITY MANAGER)
Attachments:	Articles of contract with changes denoted; Memorandum of Understanding
Staff Contact:	City Manager Fettrow
Background:	Teamsters' representatives have notified the City that the contract amendments and Memorandum of Understanding have been approved by the Union membership. The amendments now require the approval/ratification of Council.
Reference:	Bargaining Unit Agreements
Suggested Action:	Approval/ratification of the contract amendments and Memorandum of Understanding

Article 28

Wages

1. The City agrees to compensate members of the Bargaining Unit within the pay range below, effective the pay cycle beginning ~~October 8, 2017~~ the first full pay period of the new fiscal year.

FY 2018:

Start to two years\$ ~~67,746~~ 69,246

Two years to four years.....\$ ~~70,161~~ 71,661

Four years to six years\$ ~~72,578~~ 74,078

Six years to eight years\$ ~~74,993~~ 76,493

Eight years and above\$ ~~76,688~~ 78,188

The pay rates above are calculated based on the number of years the Bargaining Unit Member has within the Battalion Chief classification; movement to the next level, if achieved, shall occur beginning the first full pay period following the Bargaining Unit Member's anniversary.

Once a member has reached the top of the pay range (\$78,750), the member shall receive a one-time lump sum payment of \$1,500.00, payable the first full pay period after the beginning of each fiscal year. For FY 2020 only, the one member who is at the top of the pay range shall receive \$1,500 to his base pay beginning the first full pay period following the Bargaining Unit Member's anniversary of April 2020.

2. For purposes of calculating the FLSA cycle for overtime pay, time worked shall be limited to vacation leave, and holiday pay only, and shall be calculated every two weeks.
3. Any Bargaining Unit Member who has unpaid leave, for any reason, shall realize a reduction in pay equivalent to the hours of said unpaid time.
4. The City agrees to provide longevity pay as outlined in Section 4 of the Personnel Policies and Procedures Manual of the City.
5. The City agrees to compensate t Bargaining Unit Members having achieved an Associate's Degree in Fire Science, or a Bachelors Degree in any field, a \$1,000.00 annual stipend, the same to be paid in pay period increments. Bargaining Unit Members, who were promoted to rank of

Battalion Chief after October 1, 2017, shall not be eligible to receive this compensation. .

6. The City agrees to compensate Bargaining Unit Members having attained state certification as paramedic a \$2,300.00 annual stipend, the same to be paid in pay period increments. If a Bargaining Unit Member has also attained Solo Status, the Bargaining Unit Member shall receive an additional \$750.00 stipend annually, payable in pay period increments (both stipends total of \$ 3,050.00).
7. The base salary of a Battalion Chief shall always be at least five percent (5%) more than the base salary of the highest paid lieutenant in the Department, and shall be reviewed annually
8. The City agrees to compensate Bargaining Unit Member(s) with a \$650.00 annual stipend for attaining the following certifications: Fire Officer I, or Fire Officer II, ~~or Fire Inspector I.~~

