



City of Grand Island

Tuesday, April 26, 2016

Council Session

Item I-6

#2016-104 – Consideration of Approving Second Addendum to the IBEW Service Clerical Labor Agreement

Staff Contact: Aaron Schmid, Human Resources Director

Council Agenda Memo

From: Aaron Schmid, Human Resources Director

Meeting: April 26, 2016

Subject: Consideration of Approving Second Addendum to the Labor Contract between the City of Grand Island and the IBEW Local 1597 (Service/Clerical) Bargaining Unit

Presenter(s): Aaron Schmid, Human Resources Director

Background

On February 24, 2015 Resolution 2015-58 was approved. The resolution recognized the International Brotherhood of Electrical Workers (IBEW) Local 1597 (Service/Clerical) as Labor Representative for the City's Police Department Community Service Officers (CSOs).

Discussion

Matters regarding the wages, benefits, and conditions of employment for the CSOs are subject to negotiations and approval by the IBEW and the Council. City Administration and IBEW Representation have met to negotiate terms of agreement. Please find attached the proposed Second Addendum to the Labor Contract between the City Of Grand Island and the IBEW Local 1597 (Service/Clerical) Bargaining Unit.

Items addressed in the addendum include:

1. Wages – A salary array was conducted to negotiate the wages.
2. Uniform allowance – A uniform allowance will create a process that is mutually beneficial to both parties.

The remaining terms of the labor contract will remain unchanged for the duration of the contract.

Alternatives

It appears the Council has the following alternatives concerning the issue at hand. The Council may:

1. Move to approve.

2. Refer the issue to a Committee.
3. Postpone the issue to future date.
4. Take no action on the issue.

Recommendation

The City Administration recommends approval of the Second Addendum to the Labor Contract between the City of Grand Island and the IBEW Local 1597 (Service/Clerical) Bargaining Unit .

Sample Motion

Move to approve.

SECOND ADDENDUM TO THE LABOR CONTRACT BETWEEN THE CITY OF GRAND ISLAND AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1597 SERVICE/CLERICAL BARGAINING UNIT

This Second Addendum to the Labor Contract between the City of Grand Island and the International Brotherhood of Electrical Workers Local 1597 Service/Clerical Bargaining Unit sets forth terms and conditions agreed to by the parties as follows:

I.

This Addendum applies only to the aforementioned Agreement between the parties that is presently in effect from October 1, 2014 to September 30, 2018, as amended by the First Addendum thereto and dated February 24, 2015.

II.

Article XVI is amended by adding the following:

J. UNIFORM ALLOWANCE - COMMUNITY SERVICE OFFICERS ONLY

The City shall provide for new Community Service Officer employees covered under this contract upon hire, uniform items consisting of: two (2) long sleeved shirts; two (2) short sleeved shirts; two (2) pairs of pants; two (2) pairs of shorts; one (1) hat or visor; and one (1) coat.

Commencing upon the effective date of this Second Addendum, City shall provide a uniform allowance to be paid at the rate of Ten Dollars (\$10.00) per pay period per full-time employee. The City shall provide and replace to each employee covered by this agreement equipment specific to the position.

The employee will be responsible for the replacement of unserviceable garments. Replacement garments shall meet departmental uniform standards. Management reserves the right to mandate the replacement of unserviceable garments.

III.

Article XIII is amended by adding the following:

H. PAY PLAN - COMMUNITY SERVICE OFFICERS ONLY

February 24, 2015 through September 30, 2016. The following pay scale shall apply:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Hourly	15.6690	16.2181	16.7864	17.3746	17.9834	18.6136	19.2659	19.9410	20.6398	21.3610
Period	1,253.52	1,297.45	1,342.91	1,389.97	1,438.67	1,489.09	1,541.27	1,595.28	1,651.18	1,708.88
Month	2,715.96	2,811.13	2,909.64	3,011.60	3,117.13	3,226.36	3,339.42	3,456.44	3,577.56	3,702.57
Annual	32,591.52	33,733.70	34,915.66	36,139.22	37,405.42	38,716.34	40,073.02	41,477.28	42,930.68	44,430.88

October 1, 2016 through September 30, 2017. The following pay scale shall apply:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Hourly	16.0216	16.5259	17.0462	17.5829	18.1364	18.7074	19.2963	19.9038	20.5304	21.1768	21.8416
Period	1,281.73	1,322.07	1,363.70	1,406.63	1,450.91	1,496.59	1,543.70	1,592.30	1,642.43	1,694.14	1,747.33
Month	2,777.07	2,864.50	2,954.68	3,047.70	3,143.65	3,242.61	3,344.70	3,450.00	3,558.61	3,670.64	3,785.88
Annual	33,324.98	34,373.82	35,456.20	36,572.38	37,723.66	38,911.34	40,136.20	41,399.80	42,703.18	44,047.64	45,430.58

October 1, 2017 through September 30, 2018. The following pay scale shall apply:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Hourly	16.3821	16.8978	17.4298	17.9785	18.5445	19.1284	19.7306	20.3517	20.9924	21.6533	22.3330
Period	1,310.57	1,351.82	1,394.38	1,438.28	1,483.56	1,530.27	1,578.45	1,628.14	1,679.39	1,732.26	1,786.64
Month	2,839.56	2,928.96	3,021.17	3,116.28	3,214.39	3,315.58	3,419.96	3,527.63	3,638.69	3,753.24	3,871.06
Annual	34,074.82	35,147.32	36,253.88	37,395.28	38,572.56	39,787.02	41,039.70	42,331.64	43,664.14	45,038.76	46,452.64

IV.

February 24, 2015 shall be the effective date of this Second Addendum. Community Service Officers employed by the City of Grand Island on the date of City's approval of this Second Addendum shall receive retroactive pay for the time period beginning the later of the effective date or the employee's start date and ending on the date this Second Addendum is approved by the City of Grand Island. Employees shall not receive retroactive uniform allowance.

Witness Our Hands:

THE CITY OF GRAND ISLAND

Date

By _____
Jeremy L. Jensen, Mayor

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS LOCAL 1597

Date

By _____
Dan Quick, President

NON UNION EMPLOYEES
Ordinance 9570
Effective Date 1/1/2015

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
COMM SRV OFR FT															
	10/05/2015														
0151	15,0188	15,3939	15,7783	16,1723	16,5763	16,9902	17,4145	17,8495	18,2952	18,7522	19,2204	19,7004	20,1924	20,6967	21,2122
Hourly:	1,201.50	1,231.51	1,262.26	1,293.78	1,326.10	1,359.22	1,393.16	1,427.96	1,463.62	1,500.18	1,537.63	1,576.03	1,615.39	1,655.74	1,696.98
Bi-Weekly:	2,603.25	2,668.27	2,734.90	2,803.19	2,873.22	2,944.98	3,018.51	3,093.91	3,171.18	3,250.39	3,331.53	3,414.73	3,500.01	3,587.44	3,676.79
Monthly:	31,239.00	32,019.26	32,818.76	33,638.28	34,478.60	35,339.72	36,222.16	37,126.96	38,054.12	39,004.68	39,978.38	40,976.78	42,000.14	43,049.24	44,121.48
Annual:															

RESOLUTION 2016-104

WHEREAS, pursuant to Neb. Rev. Stat., §16-201, the City has the authority to make all contracts and do all other acts in relation to the property and concerns of the City necessary to the exercise of its corporate powers; and

WHEREAS, an employee bargaining unit at the City Of Grand Island is represented by the Internal Brotherhood of Electrical Workers (IBEW) Local 1597; and

WHEREAS, representatives of the City and IBEW, Local 1597 met to negotiate a second labor addendum; and

WHEREAS, the second labor addendum specifies a salary adjustment and creation of a uniform allowance; and

WHEREAS, the City reached an agreement with the IBEW and the agreement has been presented to City Council for approval.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that the Mayor is hereby authorized to execute the Second Labor Addendum by and between the City Of Grand Island and the Internal Brotherhood of Electrical Workers (IBEW) Local 1597 for the period of February 24, 2015 through September 30, 2018.

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Adopted by the City Council of the City of Grand Island, Nebraska, April 26, 2016.

Jeremy L. Jensen, Mayor

ATTEST:

RaNae Edwards, City Clerk

Approved as to Form	☒ _____
April 22, 2016	☒ City Attorney