



City of Grand Island

Tuesday, September 27, 2016

Council Session

Item G-16

#2016-235 - Approving Amendment to IBEW Labor Contract

Staff Contact: Aaron Schmid, Human Resources Director

Council Agenda Memo

From: Aaron Schmid, Human Resources Director

Meeting: September 27, 2016

Subject: Consideration of Approving Amendment to the Labor Contract between the City of Grand Island and the IBEW Local 1597 (Utilities Department) Bargaining Unit

Presenter(s): Aaron Schmid, Human Resources Director

Background

The City of Grand Island (City) maintains a labor agreement with the International Brotherhood of Electrical Workers (IBEW) Local 1597 (Utilities Department). Proposed changes to the labor agreement must be mutually agreed upon between the City and the Union.

Discussion

The proposed amendment to the labor contract would create a new job classification titled Utilities Groundsman. The purpose of the new position is to dedicate a specific resource to tree trimming activities. Currently, the Lineworker Apprentice position absorbs these activities. The proposed change would re-allocate one (1) Lineworker Apprentice position to one (1) Utilities Groundsman position. The current wage scale for a Lineworker Apprentice is \$21.7042 - \$31.8251 per hour. The Utilities Groundsman wage scale would be \$20.0000 - \$28.0000 per hour. Please find included with this memo a Utilities Groundsman job description along with the labor contract amendment language. 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 Amendment to the Labor Contract between the City of Grand Island and the IBEW Local 1597 (Utilities Department) Bargaining Unit.

Sample Motion

Move to approve.

**AMENDMENT TO THE LABOR CONTRACT BETWEEN THE CITY OF GRAND ISLAND
AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL
1597 UTILITIES DEPARTMENT BARGAINING UNIT**

This Amendment to the Labor Contract between the City of Grand Island and the International Brotherhood of Electrical Workers Local 1597 Utilities Department Bargaining Unit sets forth terms and conditions agreed to by the parties as follows:

I.

This Amendment applies only to the aforementioned Agreement between the parties that is presently in effect from October 1, 2014 to September 30, 2017 (the "Agreement").

II.

Article I of the Agreement is amended by adding the following:

B. CLASSES OF EMPLOYEES

32. Utilities Groundsman

III.

Exhibit B to the Agreement is amended by adding the following:

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTILITIES GROUNDSMAN	HOURLY	20.0000	20.9856	22.0198	23.1050	24.2436	25.4383	26.6920	28.0000
	8033 BIWEEKLY	1,600.00	1,678.85	1,761.58	1,848.40	1,939.49	2,035.06	2,135.36	2,240.00
	MONTHLY	3,466.67	3,637.51	3,816.76	4,004.87	4,202.23	4,409.30	4,626.61	4,853.33
	ANNUAL	41,600.00	43,650.10	45,801.08	48,058.40	50,426.74	52,911.56	55,519.36	58,240.00

Exhibit C is amended by adding the following:

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
UTILITIES GROUNDSMAN	HOURLY	20.5500	21.5627	22.6253	23.7404	24.9103	26.1379	27.4260	28.7700
	8033 BIWEEKLY	1,644.00	1,725.02	1,810.02	1,899.23	1,992.82	2,091.03	2,194.08	2,301.60
	MONTHLY	3,562.00	3,737.54	3,921.71	4,115.00	4,317.78	4,530.57	4,753.84	4,986.80
	ANNUAL	42,744.00	44,850.52	47,060.52	49,379.98	51,813.32	54,366.78	57,046.08	59,841.60

Except as amended as set forth above, the terms of the Agreement shall remain in full force and effect.

Witness Our Hands:

THE CITY OF GRAND ISLAND

Date

By _____
Jeremy L. Jensen, Mayor

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS LOCAL 1597

8/29/16

Date

By Dan Quick

Dan Quick, President



UTILITIES GROUNDSMAN

DEPARTMENT: Electric Utilities

CLASSIFICATION: Non Exempt

DIVISION: Line

JOB CLASS: 8033

DEFINITION

Learn and perform a variety of semi-skilled and skilled tasks involved in the maintenance of overhead electrical services for the City of Grand Island.

SUPERVISION RECEIVED AND EXERCISED

Receives immediate supervision from supervisory or managerial staff.

Exercises no supervision.

ESSENTIAL FUNCTIONS

Perform essential duties on tree crew; assist in identifying obstructed lines; work with crew chief in removing limbs and trees accordingly; chip wood from limbs and trees; grind stumps as necessary and clean up debris.

Assist as a groundsman with the installation and maintenance of primary and secondary voltage power lines and systems; assist in replacing old or malfunctioning power lines.

Perform routine maintenance on electrical equipment, machinery and tools; ensure that service vehicles are equipped to respond to emergency situations.

Observe all established safety standards while performing work including the wearing of safety apparel, proper placement of work barricades and warning signs and grounding of machinery and equipment.

Assist with cleaning vehicles, equipment and City facilities associated with electric lines work.

Operate and use a wide variety of equipment including various hydraulic, hand and power tools, various trucks, wire pulling equipment, and chippers.

Regular attendance that is punctual and dependable is required.

Display honest, trustworthy, and ethical behavior when dealing with internal and external customers.

Establish and maintain cooperative working relationships with those contacted in the course of work.

Perform other duties as assigned.

QUALIFICATIONS

Knowledge of:

Safe work practices.

Names, uses and locations of materials and line equipment stored on maintenance vehicles.

Pertinent Federal, State, and local laws, codes and regulations.

Ability to:

Learn proper tree removal and trimming techniques.

Learn names, uses and locations of materials and line equipment stored on line and bucket trucks.

Learn to identify voltage level and types of power lines.

Lift and/or move heavy weights.

Perform work during adverse weather conditions.

Perform work from ladders, at varying heights above ground level and in confined spaces.

Drive and operate all vehicles and equipment assigned.

Communicate clearly and concisely, both orally and in writing.

Learn and perform duties usually associated with groundsman position.

Interpret and apply Federal, State and local policies, procedures, laws and regulations.

Read and understand maps, blueprints and drawings.

License or Certification:

Possession of, or ability to obtain and maintain, an appropriate, valid Class A commercial driver's license within six (6) months of hire.

Possession of, or ability to obtain and maintain, an appropriate valid certification in cardio-pulmonary resuscitation and first aid within six (6) months of hire.

EXPERIENCE AND TRAINING GUIDELINES

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience:

Professional tree trimming experience is desired.

Training:

A high school diploma or GED is required, supplemented by training in electrical work.

WORKING ENVIRONMENT

Duties are performed both indoors and out. Indoor work is typically performed in a workshop setting. While working outdoors, incumbent is exposed to inclement weather conditions. Duties may also require the incumbent to work in confined spaces.

PHYSICAL REQUIREMENTS

Activities:

Sitting	Frequent
Standing	Frequent
Walking	Frequent
Reaching	Frequent
Climbing	Frequent
Bending	Frequent
Squatting	Frequent
Kneeling	Frequent
Twist/Turn	Frequent
Balance	Frequent
Simple Grasping	Frequent
Handling	Frequent

Lifting

Chair to Floor	85# Minimal 50# Occasional 25# Frequent
Waist Level	75# Minimal/Occasional
Above Shoulder	50# Occasional 25# Frequent
<u>Push/Pull</u>	100# Occasional 50# Frequent
<u>Carry: 50 feet</u>	50# Occasional 25# Frequent
<u>Use of Feet</u>	Foot Controls: Right Frequent Left Frequent

RESOLUTION 2016-235

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 labor amendment; and

WHEREAS, the labor amendment creates the job classification of Utility Groundsman; and

WHEREAS, the labor amendment specifies a pay scale for the position; 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 Labor Amendment by and between the City Of Grand Island and the Internal Brotherhood of Electrical Workers (IBEW) Local 1597 for the period of September 27, 2016 through September 30, 2017.

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Adopted by the City Council of the City of Grand Island, Nebraska, September 27, 2016.

Jeremy L. Jensen, Mayor

ATTEST:

RaNae Edwards, City Clerk

Approved as to Form	☐ _____
September 23, 2016	☐ City Attorney