



City of Grand Island

Tuesday, July 24, 2018

Council Session

Item I-5

#2018-223 - Consideration of Approving Addendum to the Labor Agreement between the City of Grand Island and the International Brotherhood of Electrical Workers (IBEW), Local 1597 Wastewater Treatment Plant

Staff Contact: Aaron Schmid, Human Resources Director

Council Agenda Memo

From: Aaron Schmid, Human Resources Director

Meeting: July 24, 2018

Subject: Approval of Addendum to the Labor Agreement between the City of Grand Island and the International Brotherhood of Electrical Workers, Local 1597 Wastewater Treatment Plant

Presenter(s): Aaron Schmid, Human Resources Director

Background

Seven job classifications in the Public Works Department currently work under the conditions outlined in the labor agreement between the City of Grand Island (City) and the International Brotherhood of Electrical Workers (IBEW), Local 1597 Wastewater Treatment Plant. The current labor agreement expires as of midnight September 30, 2018. Any changes to the contract require Council approval.

Discussion

The Chief Operator position at the Wastewater Treatment Plant has been vacant since January of 2017. Due to the certification and experience requirements of the position, Administration has not been able to source a qualified candidate despite multiple recruiting efforts. In an effort to “grow our own” candidate, the City and the IBEW have agreed to create a Lead Wastewater Operator classification. The position will appear in the October 1, 2018 to September 30, 2022 IBEW Wastewater Treatment Plant labor contract. This position will effectively serve as a trainee in preparation for the Chief Operator position. Administration is requesting to fill the position prior to the effective date of the new labor contract. Filling the position early will not impact the current budget as the Chief Operator position has remained unfilled and the pay scale of the Lead Operator is lower than the Chief Operator.

Alternatives

It appears that 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

City Administration recommends that the Council approve the addendum to labor agreement between the City of Grand Island and the IBEW, Local 1597 Wastewater Treatment Plant.

Sample Motion

Move to approve the addendum to the labor agreement between the City of Grand Island and the IBEW, Local 1597 Wastewater Treatment Plant.

**ADDENDUM TO THE LABOR CONTRACT BETWEEN THE CITY OF GRAND ISLAND
AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL
1597 WASTEWATER TREATMENT PLANT BARGAINING UNIT**

This Addendum to the Labor Contract between the City of Grand Island and the International Brotherhood of Electrical Workers Local 1597 Wastewater Treatment Plant 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.

II.

This Addendum amends Article I, Paragraph A entitled "Bargaining Unit" of the aforementioned Agreement to include the City of Grand Island employee classification of "Lead Wastewater Plant Operator".

III.

This Addendum amends Article XIII, Paragraph A entitled "Pay Plan" of the aforementioned Agreement to include the pay step plan of the Lead Wastewater Plant Operator classification.

July 24, 2018 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	22.3144	23.1327	23.9811	24.8605	25.7723	26.7174	27.6972	28.7130	29.7660	30.8576	31.9892
Period	1,785.15	1,850.62	1,918.49	1,988.84	2,061.78	2,137.39	2,215.78	2,297.04	2,381.28	2,468.61	2,559.14
Month	3,867.83	4,009.68	4,156.73	4,309.15	4,467.19	4,631.19	4,800.86	4,976.92	5,159.44	5,348.66	5,544.80
Annual	46,413.90	48,118.12	49,880.74	51,709.84	53,606.28	55,572.14	57,610.28	59,723.04	61,913.28	64,183.86	66,537.64

IV.

Any other changes to the terms of the aforementioned Agreement will take the form of separate written Addenda agreed to by the parties.

Witness Our Hands:

THE CITY OF GRAND ISLAND

Date

By _____
Jeremy L. Jensen, Mayor

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS LOCAL 1597

7-16-18
Date

By 
Larry Grim, President

RESOLUTION 2018-223

WHEREAS, pursuant to Neb. Rev. Stat., §16-201, the City Of Grand Island (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 International Brotherhood of Electrical Workers (IBEW), Local 1597 Wastewater Treatment Plant and

WHEREAS, representatives of the City and the IBEW met to negotiate an addendum to the labor agreement, 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 Addendum to the Labor Agreement by and between the City of Grand Island and the International Brotherhood of Electrical Workers, Local 1597 Wastewater Treatment Plant for the period of July 24, 2018 through September 30, 2018.

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Adopted by the City Council of the City of Grand Island, Nebraska, on July 24, 2018.

Jeremy L. Jensen, Mayor

Attest:

RaNae Edwards, City Clerk

Approved as to Form	☐ _____
July 20, 2018	☐ City Attorney