



City of Grand Island

Tuesday, September 25, 2007

Council Session

Item I3

#2007-238 - Consideration of Approving AFSCME Contract

Staff Contact: B

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: September 25, 2007

Subject: Approval of AFSCME, Local 251, Bargaining Agreement

Item #'s: I-3

Presenter(s): Brenda Sutherland, Human Resources Director

Background

City staff has been participating in negotiations with representatives of the AFSCME (American Federation of State, County, and Municipal Employees), Local 251. The current contract which has been in place for five years will expire on September 30, 2007 at midnight. The employees represented by this bargaining unit are employed in the streets and parks divisions.

Discussion

The agreement that is being brought to Council for consideration is the product of a successful negotiation process between City staff and representatives of the bargaining unit. Compromises were made by both sides and an agreement has been reached. The proposed agreement will cover a four year period to begin on October 1, 2007 and remain in effect until September 30, 2011. The changes are evident in the red-lined copy. Some of the more notable changes from the current contract are as follows; actual hours worked being used for the calculation of overtime, changing stand-by pay from four hours to seven, exchanging Arbor Day for a personal day to be more in line with the rest of the City, increasing the amount of the medical leave bank from 968 hours to 1064 hours with the last payment for excess hours over 968 occurring in January 2008, and the percentage at retirement moving from 50% to 45%. There were some changes in the vacation accruals and salary adjustments in future years of 4% in year two, 4% in year three and 3.5% in year four

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 proposed agreement between the City and AFSCME, Local 251.

Sample Motion

Motion to approve the proposed agreement between the City and AFSCME, Local 251.

RESOLUTION 2007-238

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 Agreement by and between the City of Grand Island and the Nebraska Public Employees, Local 251 of the American Federation of State, County, and Municipal Employees, AFL-CIO (AFSCME), for the period of October 1, 2007 through September 30, 2011.

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Adopted by the City Council of the City of Grand Island, Nebraska on September 25, 2007.

Margaret Hornady, Mayor

Attest:

RaNae Edwards, City Clerk

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| Approved as to Form ? _____ September 20, 2007 ? City Attorney |
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