



City of Grand Island

Tuesday, March 11, 2008

Council Session

Item G13

**#2008-90 - Approving Paul Essman of Capital City Concepts to
Conduct Joint IBEW and Future Wage and Benefits Surveys**

Staff Contact: Brenda Sutherland

Council Agenda Memo

From: Brenda Sutherland, Human Resources Director

Meeting: March 11, 2008

Subject: Approving Paul Essman of Capital City Concepts to Conduct a Joint IBEW and Future Wage and Benefits Surveys

Item #'s: G-13

Presenter(s): Brenda Sutherland, Human Resources Director

Background

The City of Grand Island's current labor agreement with the IBEW (International Brotherhood of Electrical Workers), Local 1597, will expire at midnight on September 30, 2008. The current contract has been in place since October 1, 2003. IBEW represents employees in the utilities department, finance department and I. T. (information technology) department as well as the latest group with the wastewater treatment plant. The employees at the wastewater treatment plant just agreed to a four year contract so the employee groups that are being represented in the upcoming negotiations would be the other aforementioned groups. It has been common practice for the City and usually the union to conduct salary and benefit surveys to determine midpoint on the issues that are negotiated in the labor agreement.

Discussion

The City of Grand Island has employed the services of Paul Essman of Capital City Concepts to provide wage and salary surveys for the City of Grand Island for the past several years. Paul has served as an expert witness on behalf of the City at the CIR on a few separate occasions as well as the survey work that has been performed. The City and members of the IBEW have met and discussed the possibility of going in together on a joint survey to use for upcoming labor negotiations. The membership voted and agreed that they would like to have Paul Essman conduct the survey. Their comfort level stems from their knowledge and past experience with Mr. Essman in doing surveys for other communities utility services. The City obviously has had and still does a working relationship with Mr. Essman and his knowledge of our structure and positions enables him to hit the ground running.

The reason for coming to Council to approve Mr. Essman for the purpose of conducting the joint survey is that the City's share of the survey will go over the \$7,500 limit as outlined in the City procurement code thus requiring three quotes from other vendors. The City's share of the survey is estimated at \$15,000 with expenses taken into account. Mr. Essman has a niche in the marketplace and there are not three other vendors that the City is aware of to get quotes from that can deliver a "CIR ready" survey. There are few if any that have not been retained by other groups that are available to conduct wage and salary surveys that are certified ready to be introduced at the CIR. The term CIR ready refers to the fact that the surveyor has visited the communities where matches are made to determine the job and community match.

The number of positions and size of the survey has driven the cost of this survey up compared to some others that are done. As a practical matter, Mr. Essman is the only viable source for services in Nebraska. The ability to employ his services as needed for negotiations as well as non-union surveys is important. The ability to go into negotiations working together from the start lends itself to more harmonious and efficient negotiations.

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 Paul Essman of Capital City Concepts to conduct salary and wage surveys for the City of Grand Island.

Sample Motion

Move to approve Paul Essman of Capital City Concepts to conduct salary and wage surveys for the City of Grand Island.

RESOLUTION 2008-90

WHEREAS, the City of Grand Island's labor agreement with the International Brotherhood of Electrical Workers, Local 1597 (IBEW) will expire at midnight on September 30, 2008; and

WHEREAS, it is common practice for the City and the union to conduct salary and benefit surveys to determine midpoint on negotiated issues; and

WHEREAS, it is a requirement of the City Procurement Code to obtain quotes for any amount over \$7,500; and

WHEREAS, Paul Essman of Capital City Concepts is the most viable source for these services in the State of Nebraska; and

WHEREAS, the City's share of the cost of the services of Mr. Essman is estimated to be \$15,000 and requires approval of the City Council; and

WHEREAS, the services of Mr. Essman will be needed for future union and non-union surveys.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that the proposal of Paul Essman of Capital City Concepts to conduct salary and benefits surveys for labor agreement negotiations for the City of Grand Island and the IBEW in the amount of approximately \$15,000 is hereby approved and the mayor is hereby authorized and directed to execute such contract on behalf of the City of Grand Island.

BE IT FURTHER RESOLVED that the City may use the services of Paul Essman of Capital City Concepts for future union and non-union surveys.

- - -

Adopted by the City Council of the City of Grand Island, Nebraska, March 11, 2008.

Mitchell Nickerson, President
Grand Island City Council

Attest:

Approved as to Form	☐ _____
March 6, 2008	☐ City Attorney

RaNae Edwards, City Clerk