



Legislation Text

File #: ID 2018-109, **Version:** 1

TO: Mayor and City Commission

FROM: Samuel A. May, City Manager

DATE: March 21, 2018

APPROVING COLLECTIVE BARGAINING AGREEMENT WITH THE FEDERATION OF PUBLIC EMPLOYEES FOR THE PERIOD FROM OCTOBER 1, 2017 THROUGH SEPTEMBER 30, 2020; PROVIDING FOR EFFECTIVE DATE.

BACKGROUND: The following is a brief summary of the proposed Collective Bargaining Agreement with the Federation of Public Employees:

Wages

- Step pay plan increase of 2.0% effective October 1, 2017, October 1, 2018, and October 1, 2019
- Required assignment by the Department Director and active engagement in training activity as an FTO, CDL, or other trainer in order to receive training compensation
- Added DEES On-call Lead and Back-up designations.
- Added reimbursement for CDL license renewals and training compensation for the Inventory Control Specialist.

Sick leave

- Added disciplinary action for engaging in employment during hours for which paid sick leave is received.

Promotions/Vacancies

- Deleted promotional/pre-employment testing no longer allowed based upon recent case law.

Health and Life Insurance

- Provided for percentage based cost sharing between the City and employees rather than annual health care article negotiations to adjust for fluctuations in healthcare coverage costs.
- Retirees aged 65 or older or when Medicare eligible shall pay 100% of the premium rate.

Higher Education Incentive

- Higher Education Incentive renamed City Tuition Assistance Program
- Program specifics are to be provided for outside of the bargaining agreement.

RECOMMENDATION: For approval.

FISCAL IMPACT: Funding to be provided from existing resources within the General Fund, Road Fund, Stormwater

Fund, and Water/Wastewater Funds.

CONTACT PERSON: Samuel A. May, City Manager