# City of Carroll

112 E. 5th Street Carroll, Iowa 51401-2799 (712) 792-1000 FAX: (712) 792-0139

**MEMO TO:** Honorable Mayor and City Council Members

**FROM:** Mike Pogge-Weaver, City Manager MSP-W

**DATE:** March 18, 2019

**SUBJECT:** Public Works Union Contract

Negotiations with the Teamsters Local Union No. 238 (Public Works) Union has resulted in a contract (attached). The contract covers the period from July 1, 2019 to June 30, 2023. June 30, 2023 is also when the current Police Union contract expires.

Overall, I believe this is a very fair agreement and places the City is a very good position over the long term. With the revisions that were made to Iowa Code 20 related to collective bargaining in early 2017, there were a number of items that were required to be removed from the Public Works Union contact including dues checkoff, insurance, leave of absences and contract automatic renewals. Additionally, the City's position entering into the negotiations was to delete all permissive language from the bargaining contact and leave only wage and term of contract in the agreement. This agreement achieves that goal.

Last year, the Police Union agreed that starting on July 1, 2019 the City has the ability to annually set the health insurance program design. Now with health insurance information removed from the Public Works Union contract, the City has the ability to make change to the health insurance program design without negotiating with the unions. This language is especially important if and when the City would face a large increase in health insurance premiums in the future.

1869 Carroll 2019 150 YEARS

The proposed contract includes a 3% annual adjustment to the top of range each year of the 4 year contract. Additionally, for the Secretary and Library Worker positions, the current Non-Union Secretary rate was taken and then the 3% for 7/1/2019 was added, making the increase for the first year for those two positions 3.1%.

| Job Title | Current Top of Range | 7/1/2019 Top of Range | 7/1/2020 Top of Range | 7/1/2021 Top of Range | 7/1/2022 Top of Range |
|---|---|---|---|---|---|
| Wastewater Operator | 26.489 | 27.284 | 28.103 | 28.946 | 29.814 |
| Wastewater Operator II | 28.155 | 29.000 | 29.870 | 30.766 | 31.689 |
| Wastewater Operator III | 29.820 | 30.715 | 31.636 | 32.585 | 33.563 |
| Wastewater Operator IV | 31.485 | 32.430 | 33.403 | 34.405 | 35.437 |
| Mechanic | 26.489 | 27.284 | 28.103 | 28.946 | 29.814 |
| Water Plant Operator | 26.489 | 27.284 | 28.103 | 28.946 | 29.814 |
| Water Plant Operator II (must also have Water Distribution System Grade II) | 28.155 | 29.000 | 29.870 | 30.766 | 31.689 |
| Cemetery Sexton | 24.328 | 25.058 | 25.810 | 26.584 | 27.382 |
| Municipal Service Worker | 23.464 | 24.168 | 24.893 | 25.640 | 26.409 |
| Program Specialist | 23.464 | 24.168 | 24.893 | 25.640 | 26.409 |
| Assistant Golf Course Superintendent | 22.921 | 23.609 | 24.317 | 25.047 | 25.798 |
| Assistant Library Director | 22.124 | 22.788 | 23.472 | 24.176 | 24.901 |
| Secretary | 19.941 | 20.559 | 21.176 | 21.811 | 22.465 |
| Library Worker | 19.941 | 20.559 | 21.176 | 21.811 | 22.465 |
| Receptionist/Clerk | 17.146 | 17.660 | 18.190 | 18.736 | 19.298 |
| Recreation Center Worker | 17.146 | 17.660 | 18.190 | 18.736 | 19.298 |

**RECOMMENDATION**: Mayor and City Council consideration and approval of a resolution for the Police Union Contract beginning July 1, 2019 and concluding June 20, 2023 and authorize the Mayor and City Manager to sign the contract.

# RESOLUTION NO. _____

A RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH TEAMSTER LOCAL UNION 238 (PUBLIC WORKS)

WHEREAS, Chapter 17, of the Code of Ordinances of the City of Carroll, Iowa, provides that all contracts made by the City be approved by the City Council by resolution; and

WHEREAS, the collective bargaining agreement with Teamster Local Union No. 238 (Public Works) is attached hereto as Exhibit "A"; and

WHEREAS, it is determined that the approval of the attached Agreement is in the best interest of the City of Carroll, Iowa;

NOW, THEREFORE, BE IT RESOLVED that the collective bargaining agreement with Teamster Local Union No. 238 (Public Works) that runs from July 1, 2019 through June 30, 2023, attached as Exhibit "A", be authorized and approved, and that the Mayor and City Manager are authorized to execute the contract on behalf of the City of Carroll.

PASSED AND APPROVED by the Carroll City Council of the City of Carroll, Iowa this 25th day of March, 2019.

CITY COUNCIL OF THE
CITY OF CARROLL, IOWA

BY:_____
Eric P. Jensen, Mayor

ATTEST:

By:_____
Laura A. Schaefer, City Clerk

**Collective Bargaining Agreement between**

**CITY OF CARROLL, IOWA**

**and**

**TEAMSTERS UNION, LOCAL 238**

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**To Be Effective July 1, 2019, through June 30, 2023**

THIS AGREEMENT is made and entered into at Carroll, Iowa, by and between City of Carroll, hereinafter referred to as the "City" or "Employer" and TEAMSTERS LOCAL UNION NO. 238, hereinafter referred to as the "Union."

In consideration of the covenants hereinafter contained by and on behalf of the City and the Union, it is mutually agreed as follows:

## ARTICLE 1
## Wages

**1.1** The top rate salary for regular, full-time positions shall be as follows:

| Job Title | 7/1/2019 Top of Range | 7/1/2020 Top of Range | 7/1/2021 Top of Range | 7/1/2022 Top of Range |
|---|---|---|---|---|
| Wastewater Operator | 27.284 | 28.103 | 28.946 | 29.814 |
| Wastewater Operator II | 29.000 | 29.870 | 30.766 | 31.689 |
| Wastewater Operator III | 30.715 | 31.636 | 32.585 | 33.563 |
| Wastewater Operator IV | 32.430 | 33.403 | 34.405 | 35.437 |
| Mechanic | 27.284 | 28.103 | 28.946 | 29.814 |
| Water Plant Operator | 27.284 | 28.103 | 28.946 | 29.814 |
| Water Plant Operator II (must also have Water Distribution System Grade II) | 29.000 | 29.870 | 30.766 | 31.689 |
| Cemetery Sexton | 25.058 | 25.810 | 26.584 | 27.382 |
| Municipal Service Worker | 24.168 | 24.893 | 25.640 | 26.409 |
| Program Specialist | 24.168 | 24.893 | 25.640 | 26.409 |
| Assistant Golf Course Superintendent | 23.609 | 24.317 | 25.047 | 25.798 |
| Assistant Library Director | 22.788 | 23.472 | 24.176 | 24.901 |
| Secretary | 20.559 | 21.176 | 21.811 | 22.465 |
| Library Worker | 20.559 | 21.176 | 21.811 | 22.465 |
| Receptionist/Clerk | 17.660 | 18.190 | 18.736 | 19.298 |
| Recreation Center Worker | 17.660 | 18.190 | 18.736 | 19.298 |

Any employee required by the Employer to hold a pesticide and/or herbicide certification will be paid an additional .12/hour.

**1.2** New hires for regular full-time position will have a six (6) year wage progression:

| | |
|---|---|
| Start | 76% of top rate |
| After 1 year | 80% of top rate |
| After 2 years | 84% of top rate |
| After 3 years | 88% of top rate |
| After 4 years | 92% of top rate |
| After 5 years | 96% of top rate |
| After 6 years | 100% of top rate |

**1.3** The Employer may start a new hire at any level on the six-year wage progression schedule based on previous experience, education or training.

## ARTICLE 2
## General Provisions; Term of Agreement

This Agreement shall become effective July 1, 2019, and thereafter shall remain in full force and effect until June 30, 2023.

**IN WITNESS WHEREOF**, the parties have caused this Agreement to be executed by their duly authorized representatives this _____ day of _____, 2019.

CITY OF CARROLL

By: _____
Mayor

By: _____
City Manager

TEAMSTERS LOCAL 238

By: _____
Union Representative

By: _____
Committee Member

By: _____
Committee Member