

INDIAN RIVER COUNTY
MEMORANDUM

TO: The Honorable Board of County Commissioners

THRU Jason Brown, County Administrator

FROM: Michael C. Zito, Assistant County Administrator
Suzanne M. Boyll, Human Resources Director

DATE: September 7, 2022

SUBJECT: Ratification of Collective Bargaining Agreement between Indian River County and Teamsters Local Union No. 769 Effective October 1, 2022 through September 30, 2024

BACKGROUND

The current Collective Bargaining Agreement between the County and the Teamsters Local Union No. 769 will expire on September 30, 2022. On August 18, 2022, the County and the Union tentatively agreed on a successor agreement effective October 1, 2022 through September 30, 2024. The proposed Agreement was submitted to the Teamsters membership and ratified by the Union on September 6, 2022 and is presented to the Board of County Commissioners for approval.

Attached for your consideration are the proposed changes that have been agreed upon by the parties. The new Agreement has a duration of 2 years. It provides for a first-year general wage increase of 6% for fiscal year 2022/2023, with a wage reopener in the second year of the Agreement. Annual anniversary increases of 2.5% or lump sum top out bonus of \$1,300 are included in each of the two years of the Agreement. Other negotiated changes include:

- Increase in the safety shoe allowance from \$150 to \$200 annually
- Advance notice of 45 days to review shift bidding for Water and Wastewater operators
- Language providing for mileage reimbursement when using personal vehicle to travel between work locations if County transportation is not available
- Language providing for determining who will be required to work overtime if no one voluntarily accepts an overtime assignment and providing for the ability mutually agree to modify overtime distribution procedures
- Modification of temporary assignment pay to include work as a lead employee when assigned by management
- Revisions to the promotions/transfer article reflecting the County's electronic application system, providing that current employees who apply for positions and meet the minimum requirements will be extended an interview, and clarifying the selection criteria.
- Provision of a 10% pay reduction when an employee voluntarily demotes (not to exceed the maximum of the pay range)

- Providing for increased time limits in the grievance process
- Providing for, at management's discretion while awaiting reasonable suspicion drug test results, temporary reassignment to non-safety sensitive position, or removal from duty and placement on paid sick or vacation leave, or placement in no-pay status if no leave is available
- Providing for time off from work and jury duty pay for shift employees if certain rest periods are not provided when serving on jury duty
- Providing for conversion of one half of sick leave balance that is over the maximum thirty (30) day accrual to vacation leave at end of December each year for employees hired on or after October 1, 2011
- Providing for holiday overtime to be paid on either the observed or actual holiday depending on the day the employee is scheduled to work
- Providing for personal day holiday hours to be used on an hour for hour basis
- Providing for the ability for accrued vacation leave to be requested during new hire probationary period
- Providing for the addition of a third shift differential of 10%
- Creating a career progression for Utility Service Worker positions and providing for upgrade of Utility Crew Leaders and Line Location Technicians to include additional wage adjustments
- Providing a \$40 biweekly incentive pay for Beach Lifeguards and full-time Pool Lifeguards who possess EMT certification
- Providing for biweekly incentive pay ranging from \$20 to \$40 for employees in the Public Works Department who possess Class A or B Commercial Driver License (CDL) with certain endorsements and is used in the performance of County work

The full Agreement incorporates the negotiated changes as well as the remaining articles of the Agreement which remain unchanged and will be executed by the Chairman upon approval by the Board.

FUNDING

The total anticipated cost of the proposed agreement is estimated to be \$2,356,389 over the two-year period. Funding for the first year of the Agreement is included in the proposed FY22/23 Budget.

RECOMMENDATION:

Staff respectfully recommends approval of the Agreement and requests that the Board of County Commissioners authorize its Chairman to sign the full Agreement.

ATTACHMENTS:

- Proposed Agreement between Indian River County and the Teamsters Local Union No. 769