

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 4, 2019

SUBJECT: Ratification of Collective Bargaining Agreement between Indian River County and Teamsters Local Union No. 769 Effective October 1, 2019 through September 30, 2022

BACKGROUND

The current Collective Bargaining Agreement between the County and the Teamsters Local Union No. 769 will expire on September 30, 2019. On July 31, 2019, the County and the Union tentatively agreed on a successor agreement effective October 1, 2019 through September 30, 2022. The proposed Agreement was submitted to the Teamsters membership and ratified by the Union on August 20, 2019 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 3 years. It provides for a first year general wage increase of 3% for fiscal year 2019/2020, with “reopeners” for the 2 remaining fiscal years under the Agreement. Annual anniversary increases of 2.5% or lump sum top out bonus are included in each of the three years of the Agreement. Other negotiated changes include:

- Revisions to the declared emergency pay policy outlined in Article 9 – Availability specifying the responsibility of employees and compensation
- The addition of a \$150 annual tool allowance for Mechanics who are required to purchase tools
- Simplified temporary assignment pay language establishing required skills for such assignment, providing for assignment within operational efficiency and staffing resources and clarifying compensation when assigned to work in a higher classification
- Establishing unified vacation accrual language for all represented employees, eliminating differing accruals for employees hired on or after October 1, 2011
- Providing wage increases for Water and Wastewater Treatment Operators who attain a higher level license
- The upgrade of skilled positions of Electrician, Lift Station Mechanic, Plant Mechanic and Signal Technician I to maintain competitive pay scales necessary to recruit and retain staff

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 \$2,481,120 over the three-year period. Funding for the first year of the Agreement is included in the proposed FY19/20 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