



**MEMO TO:** Members of the City Council

**FROM:** Mayor John Marchione

**DATE:** December 3, 2019

**SUBJECT: Approval of the 2019-2021 Collective Bargaining Agreement with the Teamsters Local No. 117 Representing Police Lieutenants and Adoption of the Amended 2019 T Pay Plan, 2020 T Pay Plan, and 2021 T Pay Plan**

**I. RECOMMENDED ACTION**

Approve the 2019-2021 Collective Bargaining Agreement with the Teamsters Local No. 117 Representing Police Lieutenants (Attachment A); and adopt the proposed salary ordinance establishing the Amended 2019 T Pay Plan, 2020 T Pay Plan, and 2021 T Pay Plan (Attachment B).

**II. DEPARTMENT CONTACTS**

Cathryn Laird, Human Resources Director

425-556-2125

**III. DESCRIPTION/BACKGROUND**

The City and the Teamsters Local No. 117 Representing Police Lieutenants (Teamsters) reached a negotiated agreement that meets the needs of both Teamsters and the City. The Collective Bargaining Agreement with the Teamsters bargaining unit will result in an initial contract governing the relationship between the Teamsters and the City.

The following provides some of the highlights of the new contract and Pay Plans:

The term of the Agreement shall be from January 1, 2019, and shall remain in full force and effect through December 31, 2021.

The Amended 2019 Pay Plan shall be effective as of September 1, 2019. Following the market analysis, it increases the midpoint of the salary range and maximum of the salary range by 4.6%. The minimum of the salary range shall remain the same. The current members shall also have a market adjustment increasing their salaries by 4.6%.

The 2020 Pay Plan shall be in step format. It will include five steps with employees moving steps every twelve (12) months in that position until reaching the top step. All Lieutenants currently in the Teamsters Union shall be on the top step of the 2020 Pay Plan effective January 1, 2020. The 2020 cost of living adjustment increase will be four percent (4%).

For 2021, the cost of living pay increase will be three percent (3%).

**IV. PREVIOUS DISCUSSIONS HELD**

City Council Executive Session on November 19, 2019.

**V. IMPACT**

**A. Service/Delivery:**

None.

**B. Fiscal Note:**

The approximate cost to implement the proposed Collective Bargaining Agreement is: \$25,512 for 2019, \$38,225 for 2020, and \$34,003 for 2021, for salary changes due to agreed annual salary increases. Funds to implement these contractual changes are included in approved budgets.

**VI. ALTERNATIVES TO STAFF RECOMMENDATION**

The Council could not approve the Collective Bargaining Agreement and request that the City renegotiate an alternative agreement with the Teamsters.

**VII. TIME CONSTRAINTS**

The effective date of this Collective Bargaining Agreement is January 1, 2019, and the 2019 salary increase agreed to during negotiations is effective September 1, 2019, so will be applied retroactively where necessary. The 2020 Pay Plan will not be effective until January 1, 2020. The 2021 Pay Plan will not be effective until January 1, 2021.

**VIII. LIST OF ATTACHMENTS**

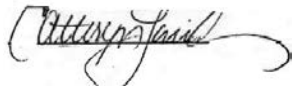
Attachment A: 2019-2021 Collective Bargaining Agreement with the Teamsters Local No. 117 Representing Police Lieutenants (Teamsters)

Attachment B: Ordinance Setting Updated 2019 Salaries for the Amended 2019 T Pay Plan (effective September 1, 2019), 2020 T Pay Plan, and 2021 T Pay Plan

Exhibit 1: Amended 2019 T Pay Plan

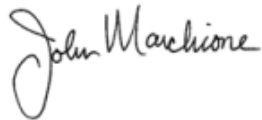
Exhibit 2: 2020 T Pay Plan

Exhibit 3: 2021 T Pay Plan



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**Cathryn Laird, Human Resources Director**



Approved for Agenda 

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**John Marchione, Mayor**