

CITY OF MARYSVILLE AGENDA BILL

EXECUTIVE SUMMARY FOR ACTION

CITY COUNCIL MEETING DATE: 4/12/2021

AGENDA ITEM:	
Teamster Memorandums of Understanding	
PREPARED BY:	DIRECTOR APPROVAL:
Gloria Hirashima, Chief Administrative Officer	
DEPARTMENT:	
Executive	
ATTACHMENTS:	
BUDGET CODE:	AMOUNT:
SUMMARY:	

The Teamsters approved an extension of their current contract through 2022. The extension provides for a wage increase of 1.75% effective 1/1/2021 and 2% effective 1/1/2022. The membership approved the MOU's which establish a new wage grid and layoff language.

RECOMMENDED ACTION: Authorize the Mayor to sign the Memorandum's of Understanding establishing a new Appendix A to the Contract Agreement by and between the City of Marysville and Teamsters Local Union No. 763.

MEMORANDUM OF UNDERSTANDING

APPENDIX "A"
to the
AGREEMENT
by and between
CITY OF MARYSVILLE, WASHINGTON
and
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763
(Representing Employees of the City of Marysville)

January 01, 2018 through December 31, 2020

Contract Extension:
January 01, 2021 through December 31, 2022

THIS MEMORANDUM OF UNDERSTANDING is supplemental to the AGREEMENT by and between the CITY OF MARYSVILLE, WASHINGTON, hereinafter referred to as the Employer, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the Union.

WHEREAS, effective December 31, 2020, the Agreement between the Union and the Employer expired;

WHEREAS, the Employer and the Union agree to extend the current Collective Bargaining Agreement for two (2) additional years;

WHEREAS, all articles, sections, and MOUs of the Agreement will remain in place with the exception being outlined below:

- A.1 Effective January 1, 2021, the monthly rates of pay for all Teamsters classifications in effect as of December 31, 2020 shall be increased by one and three-quarters percent (1.75%). If any non-represented or management group (excluding Directors, and MPOA/MPMA union contracts) receives a higher annual monthly increase than that offered to Teamsters, the higher (highest) monthly increase will be provided to all Teamsters classifications.
- A.2 Effective January 1, 2022, the monthly rates of pay for all Teamsters classifications in effect as of December 31, 2021 shall be increased by two percent (2.0%). If any non-represented or management group (excluding Directors and MPOA/MPMA union contracts) receives a higher monthly increase than that offered to Teamsters, the higher (highest) monthly increase will be provided to all Teamsters classifications.
- A.3 Wastewater Treatment Plant (WWTP) Operator – Effective January 1, 2018, the WWTP Operator classification will be adjusted from pay code 22 to new pay code 22-2 reflecting a 3.0% market adjustment. This adjustment will be made prior to the application of the 2018 COLA as defined in Appendix A.11. The parties agree the WWTP Group III certification is a minimum job qualification for this job classification and that the 2016 WWTP MOU is rescinded.
- A.4 Wastewater Treatment Plant (WWTP) Pre-Treatment Technician – The 3.0% pay premium previously offered to this classification in exchange for obtainment of a WWTP Group III certification is withdrawn. A Group III certification is no longer a requirement of this job classification. The Pre-Treatment Technician will be moved to pay code 22-1. The parties agree that the 2016 WWTP MOU is rescinded.

3.8.21 Union (1)

A.5 Effective January 1, 2018, the Wastewater Treatment Plant (WWTP) Lead will receive a 1.5% pay premium for obtainment of a WWTP Group III certification, which is a minimum job qualification. Payment of this premium shall be paid after the incumbent earns the certification. The parties agree that the 2016 WWTP MOU is rescinded.

A.6 The parties agree to add the following pay rates for seasonal/temporary maintenance employees in Parks and Public Works:

AT HIRE	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
\$13.91	\$15.17	\$16.44	\$17.70	\$18.97	\$20.30

Years are calculated from the original date of hire. Up to and including Year 2, the City reserves the discretion to increase the hourly rate of pay if necessary to attract a prospective employee due to relevant experience or to be competitive in the relevant market.

CITY OF MARYSVILLE
 TEAMSTERS PAY GRID
 January 1, 2021 with a 1.75% COLA adjustment

2021 Classification	2021 Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Custodian		\$ 43,723	\$ 45,035	\$ 46,386	\$ 47,778	\$ 49,211	\$ 50,687	\$ 52,208	\$ 53,513	\$ 54,851
	U20	\$ 21.02	\$ 21.65	\$ 22.30	\$ 22.97	\$ 23.66	\$ 24.37	\$ 25.10	\$ 25.73	\$ 26.37
Customer Service Representative	U25	\$ 52,468	\$ 54,042	\$ 55,663	\$ 57,333	\$ 59,053	\$ 60,825	\$ 62,649	\$ 64,216	\$ 65,821
Parks Maintenance Tech I		\$ 25.22	\$ 25.98	\$ 26.76	\$ 27.56	\$ 28.39	\$ 29.24	\$ 30.12	\$ 30.87	\$ 31.64
Streets Maintenance Tech I										
Accounting Tech – AP	U30	\$ 55,616	\$ 57,284	\$ 59,003	\$ 60,773	\$ 62,596	\$ 64,474	\$ 66,408	\$ 68,069	\$ 69,770
Accounting Tech - Utility Billing		\$ 26.74	\$ 27.54	\$ 28.37	\$ 29.22	\$ 30.09	\$ 31.00	\$ 31.93	\$ 32.73	\$ 33.54
CD Program Specialist										
Police Records Tech										
Purchasing/Inventory Specialist										
PW Administrative Assistant										
Storm/Sewer Tech I										
Utility Locator										
Judicial Process Specialist	U35	\$ 60,065	\$ 61,867	\$ 63,723	\$ 65,635	\$ 67,604	\$ 69,632	\$ 71,721	\$ 73,514	\$ 75,352
Meter Technician		\$ 28.88	\$ 29.74	\$ 30.64	\$ 31.56	\$ 32.50	\$ 33.48	\$ 34.48	\$ 35.34	\$ 36.23
Parks Administrative Associate										
Parks Maintenance Tech II										
Solid Waste Tech II										
Streets Maintenance Tech II										
Storm/Sewer Tech II										
Traffic Maintenance Worker II										
Traffic Control Systems Tech										
Small Equipment Mechanic	U40	\$ 63,669	\$ 65,579	\$ 67,547	\$ 69,573	\$ 71,660	\$ 73,810	\$ 76,024	\$ 77,925	\$ 79,873
Evidence Specialist		\$ 30.61	\$ 31.53	\$ 32.47	\$ 33.45	\$ 34.45	\$ 35.49	\$ 36.55	\$ 37.46	\$ 38.40
Parks Administrative Specialist										
Planning Administrative Specialist										
PW Administrative Specialist										
Police Administrative Specialist										
Senior Accounting Tech										
Senior Permit Tech										
WWTP Maintenance Tech I										
Cross Connection Control Specialist	U45	\$ 66,583	\$ 68,858	\$ 70,924	\$ 73,052	\$ 75,243	\$ 77,501	\$ 79,826	\$ 81,821	\$ 83,867
Parks Maintenance Lead I		\$ 32.14	\$ 33.10	\$ 34.10	\$ 35.12	\$ 36.17	\$ 37.26	\$ 38.38	\$ 39.34	\$ 40.32
Police Records Tech Lead										

3.8.21 Union (1)

Streets Maintenance Lead I										
Storm/Sewer Lead I										
Water Operations Tech II										
Construction Tech II										
Water Quality Specialist										
Facilities Maintenance Journeyman	U50	\$ 71,352	73,678	75,889	78,165	80,510	82,926	85,413	87,549	89,737
Industrial Waste/Pretreatment Technician		\$ 34.39	35.42	36.48	37.58	38.71	39.87	41.06	42.09	43.14
Mechanic										
Streets Maintenance Tech Lead II										
Storm/Sewer Tech Lead II										
Solid Waste Lead II										
WWTP Operator										
Construction Lead I										
Water Operator										
WWTP Maintenance Tech II										
Mechanic Lead II	U55	\$76,540	78,836	81,201	83,637	86,146	88,730	91,392	93,677	96,019
Senior Traffic Control Systems Tech		\$ 36.80	37.90	39.04	40.21	41.42	42.66	43.94	45.04	46.16
Construction Lead II										
Water Operations Lead II										
Water Quality Lead										
WWTP Maintenance Lead										
WWTP Operations Lead										
Utility Electrician										

3.8.21 Union (1)

CITY OF MARYSVILLE
 TEAMSTERS PAY GRID
 January 01, 2022 with 2.0% COLA adjustment

2022 Classification	2022 Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Custodian	U20	\$ 44,598	45,936	47,314	48,733	50,195	51,701	53,252	54,583	55,948
		\$ 21.44	22.08	22.75	23.43	24.13	24.86	25.60	26.24	26.90
Customer Service Representative	U25	\$ 53,517	55,123	56,776	58,480	60,234	62,041	63,902	65,500	67,138
Parks Maintenance Tech I		\$ 25.73	26.50	27.30	28.12	28.96	29.83	30.72	31.49	32.28
Streets Maintenance Tech I										
Accounting Tech – AP	U30	\$ 56,728	58,430	60,183	61,989	63,848	65,764	67,737	69,430	71,166
Accounting Tech - Utility Billing		27.27	28.09	28.93	29.80	30.70	31.62	32.57	33.38	34.21
CD Program Specialist										
Police Records Tech										
Purchasing/Inventory Specialist										
PW Administrative Assistant										
Storm/Sewer Tech I										
Utility Locator										
Judicial Process Specialist	U35	\$ 61,267	63,105	64,998	66,948	68,956	71,025	73,156	74,984	76,859
Meter Technician		\$ 29.46	30.34	31.25	32.19	33.15	34.15	35.17	36.05	36.95
Parks Administrative Associate										
Parks Maintenance Tech II										
Solid Waste Tech II										
Streets Maintenance Tech II										
Storm/Sewer Tech II										
Traffic Maintenance Worker II										
Traffic Control Systems Tech										
Small Equipment Mechanic	U40	\$ 64,943	66,891	68,898	70,965	73,093	75,286	77,545	79,483	81,471
Evidence Specialist		\$ 31.22	32.16	33.12	34.12	35.14	36.20	37.28	38.21	39.17
Parks Administrative Specialist										
Planning Administrative Specialist										
PW Administrative Specialist										
Police Administrative Specialist										
Senior Accounting Tech										
Senior Permit Tech										
WWTP Maintenance Tech I										
Cross Connection Control Specialist	U45	\$68,190	70,235	72,342	74,513	76,748	79,051	81,422	83,458	85,544
Parks Maintenance Lead I		\$ 32.78	33.77	34.78	35.82	36.90	38.01	39.15	40.12	41.13
Police Records Tech Lead										

3.8.21 Union (1)

2022 Classification	2022 Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Streets Maintenance Lead I										
Storm/Sewer Lead I										
Water Operations Tech II										
Construction Tech II										
Water Quality Specialist										
Facilities Maintenance Journeyman	U50	\$ 72,963	75,152	77,406	79,729	82,120	84,584	87,122	89,300	91,532
Industrial Waste/Pretreatment Technician		\$ 35.08	36.13	37.21	38.33	39.48	40.67	41.89	42.93	44.01
Mechanic										
Streets Maintenance Tech Lead II										
Storm/Sewer Tech Lead II										
Solid Waste Lead II										
WWTP Operator										
Construction Lead I										
Water Operator										
WWTP Maintenance Tech II										
Mechanic Lead II	U55	78,070	80,413	82,825	85,310	87,869	90,505	93,220	95,551	97,939
Senior Traffic Control Systems Tech		\$ 37.53	38.66	39.82	41.01	42.24	43.51	44.82	45.94	47.09
Construction Lead II										
Water Operations Lead II										
Water Quality Lead										
WWTP Maintenance Lead										
WWTP Operations Lead										
Utility Electrician										

A.7 Prior Work Experience - New employees may be given credit for prior work experience in computing entry salary. Such experiences may qualify the employee to start at an advanced Step, up to Step 4, of the appropriate classification, with an additional adjustment up to and including Step 5 as the maximum, conditioned upon successful completion of the probationary period. For example, a qualified lateral employee may be hired at Step 4 as the starting salary, and then increased to Step 5 upon completing the probationary period. If the Employer is unable to hire a qualified candidate for a position at or below Step 4 and he needs to address a Pay Step greater than 4, the Employer shall meet, confer and bargain with the Union over the position and Pay Step before hiring a candidate to fill the position. Employees who have performed bargaining unit work within the prior twelve (12) months shall receive credit for such time worked in determining the employees initial Step as a regular employee, provided such work is comparable to the current position. Length of service for fringe benefits shall begin with the date of becoming a regular employee.

A.8 Step Advancement - Advancement to the next step shall occur after twelve (12) months in the preceding Step. Denial of an advancement to Step 9 Merit Step for inadequate performance may be authorized by the Department Director, provided that the employee so affected is served with written notification in advance outlining the reasons. Retention of a merit step may be conditioned upon continued satisfactory performance and participating mandatory in-service training opportunities provided by the Employer, unless excused by the Department Director or his designee.

A.9 The Employer has a process of Annual Employee Evaluations. During an employee's annual evaluation if the obtaining of, or retention of merit Step 9 is in doubt, the Supervisor will advise the employee of the reasons why he may not receive or continue to receive,

merit pay and what action may be necessary on the part of the employee to correct their deficiencies. If during any year employee performance should jeopardize retention of merit pay, the employee will be counseled on what action may be necessary on the part of the employee and provided thirty (30) days to take the necessary action.

A.10 Promotion - An employee who is promoted from one classification to another shall be placed into not less than the lowest pay Step of the higher classification which still provides for an increase higher than currently being received by the employee prior to the promotion; provided however, in no event shall the increase be less than two point five percent (2.5%) above the rate of the old position.

A.11 Longevity Pay - The following shall be the Longevity pay for employees covered by this Agreement. Increases shall become effective with the employee's anniversary date of employment and upon completion of an employee's fifth (5th) year of service.

05 -10 years	\$70.00 per month
11-15 years	\$95.00 per month
16 - 20 years	\$120.00 per month
21 and over	\$170.00 per month

A.12 Higher Classification: An employee who has been assigned by management to act in a temporary capacity in a higher classification shall be paid at the higher classification in the pay step, which is the lowest step in the higher classification that still provides a minimum five percent (5.0%) increase over the employee's regular rate of pay provided the employee has worked at least three (3) shifts and one (1) hour in such capacity following which they will be paid back to hour one (1). If no assignment has been made by management the most senior employee shall be assigned and receive the higher pay.

A.13 Leadperson - In the event the Employer establishes a leadperson position(s), the Employer and Union shall meet to establish the appropriate pay grade for such position.

A.14 The City agrees to give seasonal/temporary maintenance employees in Parks and Public Works who have performed satisfactorily and competently from the previous year the first right of refusal for seasonal positions available the following year. Former seasonal/temporary maintenance employees in Parks and Public Works will receive offers in order based on the following criteria: number of hours worked in the previous seasons and performance.

A.15 The City's hiring practices will remain as they historically have – the City will hire seasonal/temporary maintenance employees in parks and public works based on need, primarily for the period of March through October. The City, however, reserves the right to hire and manage the workforce based on operational needs throughout the year. The City will not terminate or decline to bring back in subsequent seasons a seasonal/temporary maintenance employee in parks and public works based solely on that worker reaching the three hundred forty seven (347) hour threshold and/or higher pay scale. The City may hire seasonal/temporary maintenance employees in parks and public works with the expectation that they will not work more than 1200 hours in a 12 month period.

A.15.1 The City agrees that seasonal/temporary maintenance employees in Parks and Public Works are to be used to supplement the fulltime work force, not supplant it. The City agrees that the type of work assignments performed by seasonal/temporary maintenance employees in Parks and Public Works will remain status quo.

A.16 Local 763 agrees that the initial fee for seasonal/temporary maintenance employees in Parks and Public Works will be spread evenly over four (4) months.

- A.17 The City and Local 763 agree to use a rolling twelve (12) month period, rolling backwards, in determining whether a seasonal/temporary maintenance employee in Parks and Public Works has crossed the threshold of three hundred forty seven (347) hours or twelve hundred (1200) hours. The City and Local 763 agree that the first twelve (12) month rolling period will begin on June 1, 2016, and that hours worked by any seasonal/temporary maintenance employee in Parks and Public Works prior to June 1, 2016, will not count toward any threshold for crossing three hundred forty seven (347) or twelve hundred (1200) hours.

- A.18 Both parties agree to meet and begin bargaining six (6) months prior to the expiration of the collective bargaining agreement.

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL
EMPLOYEES AND DRIVERS LOCAL UNION
NO. 763, affiliated with the International
Brotherhood of Teamsters

CITY OF MARYSVILLE, WASHINGTON

By _____
Scott Sullivan
Secretary-Treasurer

By _____
Jon Nehring
Mayor

Date _____

Date _____