



BOARD OF COMMISSIONERS

AGENDA REQUEST & STAFF REPORT

MEETING DATE: August 9, 2023

SUBJECT: Consideration of Document No. 2023-710, a Collective Bargaining Agreement with the International Union of Operating Engineers (IUOE), Local 701

RECOMMENDED MOTION:

Move Board signature of Document #2023-710, Collective Bargaining Agreement with IUOE - 701

BACKGROUND AND POLICY IMPLICATIONS:

The International Union of Operating Engineers (IUOE) - 701 is the labor union for represented positions in the Road and Solid Waste departments. The current collective bargaining agreement with IUOE ended on June 30, 2023, although the terms and conditions remain in place until a successor agreement is approved.

The new collective bargaining agreement is a 3-year contract, effective from July 22, 2023 - June 30, 2026.

The agreement includes a 4% cost of living adjustment (COLA) effective July 22, 2023; and a 1-4% COLA based on the Consumer Price Index (CPI) in FY 2025 and 2026. The agreement includes new shift differential and intermittent skill differential pays. It also sunsets the Technical Standard Performance (TSP) certification pay program and includes pay grade adjustments for a variety of positions.

IUOE's bargaining team included James Anderson, Nate Stokes, Jacob Stallings, Chris Montgomery, Troy Thompson, Joe Jaso and Ron Preston.

The County's bargaining team included Jason Bavuso, Chris Doty, Tim Brownell, Kim Riley, Dave Doyle, Jana Cain, and Whitney Hale.

The County's bargaining team tentatively agreed to the collective bargaining agreement and recommends its approval. Employees represented by IUOE voted to ratify the labor agreement.

ATTENDANCE:

Chris Doty, Road Department Director

Tim Brownell, Solid Waste Director

Kim Riley, Assistant Legal Counsel

Jana Cain, Accounting Manager

Whitney Hale, Deputy County Administrator