

CITY COUNCIL STAFF MEMORANDUM

TO: *City Council*

FROM: *Jesse VanderZanden, City Manager*

PROJECT TEAM: *Jesse VanderZanden, City Manager
Ashley Driscoll, City Attorney*

MEETING DATE: *June 26, 2023*

SUBJECT TITLE: *Report on Resolution Adopting the Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Effective July 1, 2023 through June 30, 2026*

ACTION REQUESTED:

☐ Ordinance

☐ Order

☒ X

☐ Resolution

☐ Motion

☐ Informational

X all that apply

BACKGROUND:

The current labor agreement between the City of Forest Grove and the International Brotherhood of Electrical Workers (IBEW) expires June 30, 2023. The parties have reached tentative agreement on a collective bargaining agreement, which is attached as Exhibit A. It has been ratified by the International Brotherhood of Electrical Workers Local 125 members and needs Council approval prior to becoming effective. The substantive collective bargaining agreement modifications are as follows:

- Three year agreement.
- Wage increases were bargained for all classifications covered by the agreement on July 1 of each year of the contract as follows:
 - July 1, 2023: 8% wage increase for all employees employed in a Journeyman level classification and all bargaining unit classifications whose wage rates are tied by percentage to the Journeyman Lineman classification; and a 5% wage increase for all other classifications
 - July 1, 2024 - 4% general wage increase for all classifications
 - July 1, 2025 – 3.5% general wage increase for all classifications
- A service recognition/retention program for all employees that provides monetary credits per year of service (\$500 per year through 5 years; \$1,000 per year for 6 – through 10 years) that will be paid in a lump sum by the City into the employee's VEBA account upon completion of 5 and 10 years of service. The credits are forfeited if the employee leaves the City's employment before they reach the 5 and/or 10 years of service requirement. Thereafter, \$1,000 will be contributed to the employee's VEBA account for each year of service on the employee's anniversary date.

STAFF RECOMMENDATION:

Staff recommends the City Council adopt the attached resolution authorizing the City Manager to execute the collective bargaining agreement outlined in Exhibit A made between the parties for the term July 1, 2023 through June 30, 2026.

FISCAL IMPACT:

The monetary terms of the agreement are within the parameters that were set by the City Council.

ATTACHMENT(s):

Resolution

Exhibit A: Collective Bargaining Agreement between the City of Forest Grove and the International Brotherhood of Electrical Workers.