



# CITY OF LAKE FOREST PARK

## CITY COUNCIL

### AGENDA COVER SHEET

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<b>Meeting Date</b>	June 8, 2023
<b>Originating Department</b>	Executive
<b>Contact Person</b>	Jeff Perrigo, Public Works Director
<b>Title</b>	Ordinance 23-1267/Amending the 2023 Budgeted Positions and Salary Schedule incorporated in Ordinance No. 1256 adopting the 2023-2024 Biennial Budget.

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#### Legislative History

- First Presentation Regular Meeting 6/8/23
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#### Attachments:

1. Ordinance 23-1267
  2. Exhibit A - Adopted Salary Schedule and Amended Salary Schedule
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#### Executive Summary

The City Administration and Teamsters Local Union No. 117 have bargained in good faith and reached an agreement on the Collective Bargaining Agreement for January 1, 2022, through December 31, 2024. The City Council is considering authorization for the Collective Bargaining Agreement at this June 8, 2023, meeting. The three-year contract provides for a 3.0% wage adjustment in 2022, a 3.0% wage adjustment and a 4.0% market adjustment in 2023, and a 3.0% wage adjustment and a 3.0% market adjustment in 2024. The proposed Ordinance amends the 2023 Budgeted Positions and Salary Schedule incorporated into Ordinance No. 1256, adopting the 2023-2024 biennial budget.

#### Background

The current Collective Bargaining Agreement between the City of Lake Forest Park and the Teamsters Local Union No. 117 expired on December 31, 2021. In April 2021, the City Administration and the Teamsters Local Union No. 117 began negotiations for a successor collective bargaining agreement.

#### Fiscal & Policy Implications

The City built into the adopted budget an estimated cost of living adjustment in line with the presented teamsters contract for 2023 and 2024. However, the market adjustments for 2023 and 2024 were not included in the currently adopted budget. A future budget amendment will be requested to increase salaries and benefits for 2023 by \$33,000 and for 2022's cost of living retro pay adjustment by \$15,000. The two increases total \$48,000 and will be distributed across multiple funds to match the current salary and benefit distribution.

As part of the amendment, Management is requesting that the Public Works Superintendent position be provided with an 8% market adjustment in consideration of corresponding internal equity and wage compression issues.

- Based on Associated Washington Cities (AWC) 2022 Salary Survey results, aged 3% to reflect the market in 2023, the Public Works Superintendent position is approximately 8.45% **below** market. This is in addition to the 3% COLA adjustment for MPE positions in 2023.
- This recommended change would mirror past similar actions taken to address internal equity and compression issues as a result of settling the contract (for example: the Police Guild and Lieutenant positions).

During the mid-biennial budget adjustment in the fall, the Public Works Superintendent position and Teamsters salary and benefits for 2024 will be reevaluated for the fiscal impact and a budget adjustment will be proposed if necessary.

The chart below shows the proposed 2022 salaries:

Public Works (Streets, Surface Water, Sewer, and Parks Maintenance)							
Public Works Superintendent	1.00	\$ 5,900	\$ 6,294	\$ 6,687	\$ 7,079	\$ 7,473	\$ 7,866
Lead Maintenance Worker	2.00	\$ 5,687	\$ 5,888	\$ 6,088	\$ 6,289	\$ 6,490	\$ 6,690
Maintenance Worker	4.00	\$ 5,290	\$ 5,477	\$ 5,664	\$ 5,850	\$ 6,037	\$ 6,224

The chart below shows the proposed 2023 salaries:

Public Works (Streets, Surface Water, Sewer, and Parks Maintenance)							
Public Works Superintendent	1.00	6,563	7,001	7,438	7,875	8,314	8,751
Lead Maintenance Worker	2.00	6,085	6,300	6,514	6,729	6,944	7,159
Maintenance Worker	4.00	5,660	5,860	6,060	6,260	6,460	6,659

Alternatives

Options	Results
<ul style="list-style-type: none"> <li>• Adopt Ordinance No. 23-1267</li> </ul>	The salary amendments in the Collective Bargaining Agreement with the Local Teamsters Union No. 117 will be shown in the 2023 Budgeted Positions and Salary Schedule.
<ul style="list-style-type: none"> <li>• Do not adopt Ordinance No. 23-1267</li> </ul>	No changes will take effect, resulting in the city being in breach of the Collective Bargaining Agreement

**Staff Recommendation**

Adopt Ordinance No. 23-1267, amending the 2023 Budgeted Positions and Salary Schedule that was incorporated into Ordinance No. 1256 adopting the 2023-2024 biennial budget.