



BUSINESS OF THE CITY COUNCIL CITY OF SNOQUALMIE

AB23-143
December 11, 2023
Committee Report

AGENDA BILL INFORMATION

TITLE:	AB23-143: Collective Bargaining Agreement between the Professional, & Office-Clerical Employees and Drivers (Teamsters) Local Union No. 763 and the City of Snoqualmie	<input type="checkbox"/> Discussion Only <input checked="" type="checkbox"/> Action Needed:
RECOMMENDED ACTION:	Approve the Collective Bargaining Agreement between the Public, Professional, & Office-Clerical Employees and Drivers (Teamsters) Local Union No. 763 and the City of Snoqualmie and authorize the Mayor to sign.	<input checked="" type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution

DEPARTMENT:	Administration	
STAFF:	Mike Chambless, City Administrator Sofia Mabee, City Attorney Janna Walker, Budget Manager	
COMMITTEE:	Finance & Administration	Meeting Date: December 5, 2023
COUNCIL LIAISON:	James Mayhew	Bryan Holloway Louis Washington
EXHIBITS:	1. Summary of Changes 2. Agreement 3. Agreement (Tracked Changes)	

AMOUNT OF EXPENDITURE	\$ 732,213
AMOUNT BUDGETED	\$ 0
APPROPRIATION REQUESTED	\$ 534,469

SUMMARY

SUMMARY STATEMENT

The City of Snoqualmie (City) recently completed negotiations with the Public, Professional, & Office-Clerical Employees and Drivers (Teamsters) Local Union No. 763. The resultant collective bargaining agreement ("CBA"), if approved by council, will last through the end of 2026 and apply retroactively to January 1, 2023.

BACKGROUND

Teamsters Local Union No. 763 (Teamsters) represents the Public, Professional, Office-Clerical Employees, and Drivers of the City of Snoqualmie. The previous CBA spanned a length of one years from 2022-2023 (Exhibit A). Regular negotiation meetings with Teamsters began in the fourth quarter of 2022 and lasted through October 2023. The City contracted for consulting services with Summit Law Group to assist with the negotiation of this agreement.

ANALYSIS

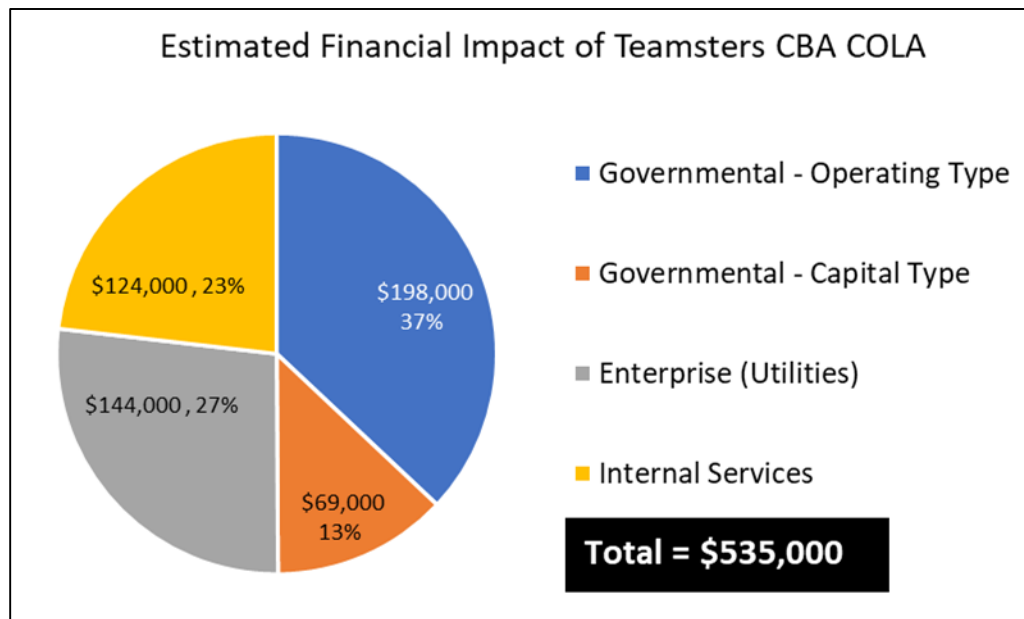
The term of the agreement is January 1, 2023, through December 31, 2026. The City of Snoqualmie (City) and Teamsters Local Union No. 763 (Teamsters) settled on a four-year agreement. The new agreement increases salaries to the 60th percentile, improves fiscal security regarding uniforms, and modifies the overtime language to simplify it while removing “double-time”. Additionally, the agreement accounts for a 6% COLA in 2023, a 4% COLA in 2024 and a range between 1.5% and 3% for the remaining two years. Finally, much time was spent working through the entire agreement to bring it up to date with current labor laws and standards and to make it easier to read and interpret.

BUDGET IMPACTS

The Administration recommends approving the 2023-2026 Collective Bargaining Agreement (CBA) with Teamsters. The CBA includes a new salary schedule based on the 60th percentile recommended by HRGov, as presented to Council on February 13, 2023 as part of Agenda Bill AB23-017, adding in a 6% COLA in 2023, a 4% COLA in 2024 and a range between 1.5% and 3% for the remaining two years. This is expected to cost the City an additional \$534,469 in wages and wage-based benefits (Social Security, Medicare, pension, etc.) over the amounts budgeted in the 2023-24 Biennial Budget. This estimate assumes full staffing. The City approved a 2023-2024 Biennial Budget across various funds with a 3.4% cost-of-living adjustment for 2023 and a 3.5% cost-of-living adjustment for 2024. The City’s budget also included 2-6% increases annually in medical, dental, and vision benefits.

Since the adoption of the 2023-2024 Biennial Budget, some vacancies have resulted in salary savings and several positions have new hires rather than experienced employees, resulting in actual salary and benefit costs that are less than the amounts budgeted. These savings are applied against the CBA’s total expected cost of \$732,213, resulting in a needed additional appropriation of \$534,469. The remaining \$197,745 of the expenditures related to the new CBA are expected to be absorbed by the current biennial budget. The Administration will bring forth an amendment in 2024 to account for this required appropriation of \$534,469.

The adjacent chart and following table break down the impact of the COLA on the four “buckets” of funds and the many departments and divisions impacted.



Department/Division/ Functional Classification	Fund	2023 Retroactive Cost (A)	2023 Appropriation Needed (B)	2024 Cost (C)
Administration ¹	001	45,456	45,456	59,462
Police (Snoqualmie) ²	001	23,676	23,676	25,786
Fire & Emergency	001	3,710	-	10,795
Parks	001	26,637	-	21,656
Community Development	001	10,532	-	(2,929)
Streets	001	11,366	-	13,872
Events	001	(209)	-	-
General Fund	001	121,168	69,132	128,643
Non-Utility Capital	310	8,484	8,484	9,346
Utilities Capital	417	24,527	24,527	26,627
Water Operations	401	50,640	-	65,620
Sewer Operations	402	53,509	-	57,665
Stormwater Operations	403	41,559	-	20,418
Equipment Repair Replacemement	501	18,444	18,444	18,568
Information Technology	502	35,172	35,172	22,075
Facilities Maintenance	510	18,997	18,997	10,751
Total		372,500	174,756	359,713
Total Cost (A + C)				732,213
Required Appropriation (B + C)				534,469

¹Includes Finance and Communications

²Includes Snoqualmie and North Bend

RECOMMENDED ACTION

Move to approve the Collective Bargaining Agreement between the Public, Professional & Office-Clerical Employees and Drivers (Teamsters) Local Union No. 763 and the City of Snoqualmie and authorize the Mayor to sign.