
Meeting Date: March 24, 2025

Subject: Approve Teamsters Collective Bargaining Agreement

Attachments: Resolution 2025-15; Teamsters Collective Bargaining Agreement

Presented by: Dan Ford, PE, City Manager

Approved for Agenda by: Dan Ford, PE, City Manager

Discussion:

The Teamsters Union Collective Bargaining Agreement that covers Finance, Public Works and Police employees was unanimously ratified by the Unit. The three-year Agreement for the years 2025-2027 provides for the following changes:

- Three-year Cost of Living Allowance:
 - 2025: 3%
 - 2026: 2%
 - 2027: 2%
- General housekeeping items.
- No changes to medical insurance.
- Standby for Public Works; weekends, holidays, anticipated weather events.

Staff is pleased to recommend to City Council the ratification and adoption of this Agreement.. A copy the Agreement has been included for your review.

The Finance Director was part of the City Bargaining Team and recommends approval of this agreement.

Fiscal Impact: Cost of living increase 2025, 3%, 2026. 2%, 2027, 2%. Stand by rate of 2 hours at 1 ½ base employee wages for every 24 hours on standby.

Recommendation: Approve Resolution 2025-15, authorizing the City Manager to sign Teamsters Collective Bargaining Agreement for years 2025 through 2027.