

TO: City Council
FROM: James Trujillo, Administrative Services Director
DATE: September 20, 2022
SUBJECT: Contract Salary Changes

1) Recommended Action:

Increase contract salary schedule to conform with a top rate of \$41.61 for the Teamster represented positions of Traffic Signal Technician and Electrician for the current contract. Pay rates will be renegotiated when the contract is reopened in the summer of 2023 for a new contract expected to commence on January 1, 2024.

2) Background:

Due to extraordinary labor market pressures, staff recommends increasing the rate of pay for the named positions for retention purposes.

3) Policy Support:

City Policy allows for salary changes as required and allowed. The Teamsters Union supports the change and increase in salary.

4) Alternatives:

- ☐ Reject the recommendation and seek to fill expected vacant positions, contract for required services or re-organize.
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5) Fiscal Notes:

City Finance has analyzed and approved the projected cost increase.

6) Attachments:

A. None