



City Council Meeting May 14, 2024 Item No. 13 Staff Report

BOULDER CITY
CITY COUNCIL

MAYOR
JOE HARDY

COUNCIL MEMBERS:
COKIE BOOTH
MATT FOX
SHERRI JORGENSEN
STEVE WALTON



MEETING LOCATION:
CITY COUNCIL CHAMBER
401 CALIFORNIA AVENUE
BOULDER CITY, NV 89005

MAILING ADDRESS:
401 CALIFORNIA AVENUE
BOULDER CITY, NV 89005

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ACTING CITY MANAGER:
MICHAEL MAYS, AICP

CITY ATTORNEY:
BRITTANY LEE WALKER, ESQ

CITY CLERK:
TAMI MCKAY, MMC, CPO

COMMUNITY DEVELOPMENT DIRECTOR:
MICHAEL MAYS, AICP

ACTING PUBLIC WORKS DIRECTOR:
JIM KEANE, PE

UTILITIES DIRECTOR:
JOSEPH STUBITZ, PE

POLICE CHIEF:
TIM SHEA

ACTING FIRE CHIEF:
GREG CHESSER, CFO

FINANCE DIRECTOR:
CYNTHIA SNEED, CPA, CGFM

PARKS & RECREATION DIRECTOR:
JULIE CALLOWAY, CPRP

TO: Mayor and City Council

FROM: Michael Mays, Acting City Manager

DATE: May 14, 2024

SUBJECT:

For possible action: Matters pertaining to the Teamsters Local No. 14 Electrical Bargaining Unit:

A. Public hearing on the Collective Bargaining Agreement for the Teamsters Local No. 14 Electrical Bargaining Unit

B. Resolution No. 7795, a resolution of the City Council of Boulder City, Nevada approving Collective Bargaining Agreement No. 24-2083 between the Teamsters Local No. 14 Electrical Bargaining Unit Employees for the period of July 1, 2022 through June 30, 2027

Business Impact Statement:

This action will not have a significant economic impact on business and will not directly restrict the formation, operation, or expansion of a business.

Action Requested:

The City Council approve the Collective Bargaining Agreement between the City of Boulder City and Teamsters Local No. 14 Electrical Bargaining Unit for the period of July 1, 2022 through June 30, 2027.

Overview:

- The Collective Bargaining Agreement (CBA) for the Teamsters Local No. 14 Electrical Bargaining Unit Employees expired June 30, 2022.
- When such a contract expires, NRS 288.150 requires the City and the Teamsters Local No. 14 Electrical Bargaining Unit to negotiate in good faith on the mandatory subjects of bargaining set forth in NRS 288.150, including health insurance benefits, leave, and wages.

- Unable to agree on wages, the City and Union went to non-binding fact-finding.
- The arbitrator recommended that the wage increases being proposed by the Union should be considered due to a finding that the Union presented credible evidence of a shortage of qualified journeymen linemen.
- The City and the Teamsters Local No. 14 Electrical Bargaining Unit Employees have negotiated the terms and conditions of the new agreement.
- The new agreement will be in effect from July 1, 2022 to June 30, 2027.

Background Information:

Since January of 2022, City Manager Taylour Tedder, City Attorney Brittany Walker, Administrative Services Director Bryce Boldt, and support staff diligently met with representatives of the Teamsters Local No. 14 Electrical Bargaining Unit to negotiate a new collective bargaining agreement. The agreement language had not been updated in over a decade. The parties worked to update the agreement to mirror current City practice and model similar agreements in other jurisdictions. These negotiations occurred in a time of record inflation and during a national labor shortage.

Unable to agree on wages, the City and Union went to non-binding fact-finding. The arbitrator recommended that the wage increases being proposed by the Union should be considered due to a finding that the Union presented credible evidence of a shortage of qualified journeymen linemen. Due to the unique classifications and market conditions the City believes that market adjustments are necessary for this bargaining unit.

The City and Union have tentatively agreed to a proposal to extend the collective bargaining agreement with increases in the City's contribution toward health care insurance, sick leave accruals, and wages. Pursuant to NRS 288.153, any new, extended or modified collective bargaining agreement between a local government employer and a union must be approved at a public hearing. The chief executive officer of the local government shall report to the local government the fiscal impact of the agreement.

Financial:

The total financial impact of the three-year agreement totals \$2,794,219.07. The breakdown of the total cost is as follows:

- FY23 wages increase by \$201,521.09; with benefits including medical, and additional holiday increase by \$55,017.65; totaling a \$256,538.74 combined annual increase for FY23.
- FY24 wages increase by \$419,716.35; with benefits including medical, and additional holiday increase by \$59,384.67; totaling a \$479,101.02 combined annual increase for FY24.
- FY25 wages increase by \$551,213.77 with benefits including medical, and additional holiday increase by \$62,947.75; totaling a \$614,161.52 combined annual increase for FY25.
- FY26 wages increase by \$624,009.41; with benefits including medical, and additional holiday increase by \$64,836.19; totaling a \$688,845.60 combined annual increase for

FY26.

- FY27 wages increase by \$688,790.91 with benefits including medical, and additional holiday increase by \$66,781.27; totaling a \$755,572.18 combined annual increase for FY27.

Funding exists within the FY24 utilities enterprise fund budget to cover this fiscal year's increase in salary and benefits, and retroactive pay for the previous fiscal year.

Boulder City Strategic Plan Goal:

Goal A: Achieve Prudent Financial Stewardship

Department Recommendation: Conduct the public hearing and approve Resolution No. 7795 approving Collective Bargaining Agreement No. 24-2083 between the City of Boulder City and Teamsters Local No. 14 Electrical Bargaining Unit Employees for the period of July 1, 2022 through June 30, 2027.

Attachment:

Resolution

Agreement Clean Copy

Agreement Redline