

City of Blaine
Request for Council Action
Meeting Date: January 13, 2020

Subject: Blaine Electric Division Contract Amendment

Department: City Manager

Prepared By: _____
(Digital Signature)

Agenda Location: Consent Agenda Council Action Unfinished Business

Attachments:

1. Contract Amendment
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Background/Summary:

The current collective bargaining agreement between the City of Blaine and Blaine City Light (January 1, 2018 – December 31, 2020) includes a provision to re-open the contract to negotiate wages only for the 2020 calendar year (Sec. 5.02). No other benefits or contract provisions are open to consideration at this time. The City and the bargaining group entered into negotiations to consider a wage adjustment and held three meetings in November and December 2019.

The contract establishes a set of comparable utilities to be used for guidance in setting wages and benefits. The wages for the group of utilities were analyzed and the data indicates a 3.5% wage difference between Blaine electric employees and the average wage of the comparable utilities. (A larger differential may be created by COLA's or renegotiated wages for some utilities in 2020.)

The bargaining group proposed a 3.0% wage increase. Given the 3.5% difference, the City Manager believes the proposed wage adjustment is reasonable and appropriate. The proposed wage will keep the City's salaries competitive with other municipal electric utilities.

Budget Implications: Current Budget New Budget Request Non-Budgetary

The approved 2020 budget assumes a 2.2% wage increase. The contract amendment will increase the cost of labor slightly above the assumed level. The difference is modest and well within the capacity of the Electric Fund operational budget to absorb.

Recommendation:

The City Manager recommends that the City Council approve the Blaine City Electric Collective Bargaining Agreement amendment effective January 1, 2020.

Reviewed By:

City Manager _____ Finance Director _____ City Clerk _____
(Digital Signature) (Digital Signature) (Digital Signature)

**COLLECTIVE BARGAINING AGREEMENT AMENDMENT
BETWEEN
THE CITY OF BLAINE
AND
BLAINE CITY LIGHT CREW

2020 WAGE ADJUSTMENT**

WHEREAS, Blaine City Light Crew (the "Union") and the City of Blaine (the "City") are parties to a Collective Bargaining Agreement ("CBA") which expires on December 31, 2020; and

WHEREAS, the CBA includes a provision in Article 5, Section 5.02 that requires a negotiation for compensation only to be effective for the calendar year 2020; and,

WHEREAS, the members of the Union and the City held sessions to bargain over compensation on December 6, 2019 and December 20, 2019.

NOW, THEREFORE, the parties agree as follows:

1. Wages for all positions identified in the CBA shall be increased by 3-percent (3%) above the 2019 wages effective January 1, 2020.
2. This MOU is intended to address the 2020 wage opener as described in Article 5, Section 5.02 and hereby resolves all negotiations related to compensation for the term or the CBA.

BLAINE CITY LIGHT CREW

By: _____
Mark Kaufman

Date: _____

CITY OF BLAINE

By: _____
Michael Jones, City Manager

Date: _____

BLAINE CITY LIGHT CREW

By: _____
Wayne Schouten

Date: _____

BLAINE CITY LIGHT CREW

By: _____
Justin Pixley

Date: _____

BLAINE CITY LIGHT CREW

By: _____
Michael Schrader

Date: _____

BLAINE CITY LIGHT CREW

By: _____
Luke Baldwin

Date: _____