

**AGENDA
LEBANON CITY COUNCIL
AUGUST 2, 2017**

9. NEW BUSINESS:

**9.D – PRESENTATION OF FIRST READING AND SET PUBLIC HEARINGS FOR
SEPTEMBER 6, 2017 TO AMEND ORDINANCE #18, SALARY PLAN,
ARTICLE III & SUPPLEMENTAL APPROPRIATION TOTALING \$21,870
TO EXECUTE THE FIRST YEAR OF A TWO-YEAR SUCCESSOR
COLLECTIVE BARGAINING AGREEMENT WITH TEAMSTERS #633/LPASE**

BACKGROUND

The City Council is not directly responsible for the negotiation of collective bargaining agreements; it is the City's policy making body and also the legislative body with authority to raise and appropriate tax revenues to fund labor agreements. It is the usual practice for a City Manager and City Council to meet prior to the start of negotiations to discuss parameters for the financial impact of any new labor agreement. These discussions serve as non-binding guidelines for the City Manager who is still free to negotiate a labor agreement that he or she believes is in the City's best interest.

State law requires that only cost items be submitted to the City Council for approval. Cost item means any benefit acquired through collective bargaining whose implementation requires an appropriation by the legislative body of the public employer (City of Lebanon) with which negotiations are being conducted.

Cost items shall be submitted within 30 days to the City Council for approval. Within 30 days of the receipt of the submission, the City Council shall vote to accept or reject the cost items. If the City Council rejects any part of the submission, or while accepting the submission takes any action which would result in a modification of the terms of the cost items submitted to it, either party may reopen negotiations on all or part of the entire agreement.

The City and the Teamsters #633/LPASE have reached a tentative two-year (2017 - 2018) labor agreement. Implementing the agreement requires four things: 1) ratification of the tentative labor agreement; 2) amendment of Ordinance No. 18, Salary Plan; 3) disclosure of cost items by year and for the term of the tentative labor agreement; and 4) appropriating the sum of \$21,870 (Twenty-One Thousand Eight Hundred and Seventy Dollars) in order to execute the first year (2017) of the two-year tentative labor agreement.

Amending Ordinance No. 18 requires three separate presentations (no action) followed by a public hearing and the vote of at least two-thirds of all members of the City Council – six members – to adopt. (City Charter Sections 419:24, 419:25, 419:52 and 419:54.)

APPENDIX B - Teamsters #633/LPASE - 2017 Salary Grades									1.0%
<u>Grade</u>	<u>Position Title</u>	<u>Minimum</u>							<u>Maximum</u>
		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	
6	Branch Librarian Coordinator	\$23.24	\$24.21	\$25.18	\$26.15	\$27.12	\$28.06	\$29.04	
7	Field Inspector	\$24.18	\$25.18	\$26.18	\$27.18	\$28.18	\$29.17	\$30.22	
8	Code/Health Inspector	\$24.66	\$25.68	\$26.70	\$27.72	\$28.74	\$29.76	\$30.84	
	Real Estate Appraiser II	\$24.66	\$25.68	\$26.70	\$27.72	\$28.74	\$29.76	\$30.84	
	Associate Planner	\$986.54	\$1,027.31	\$1,068.12	\$1,108.91	\$1,149.70	\$1,190.50	\$1,233.35	
	Reference and Young Adult Librarian	\$986.54	\$1,027.31	\$1,068.12	\$1,108.91	\$1,149.70	\$1,190.50	\$1,233.35	
9	Communication Supervisor	\$26.63	\$28.19	\$29.73	\$31.29	\$32.85	\$34.39	\$35.96	
	Fleet Maintenance Superintendent	\$26.63	\$28.19	\$29.73	\$31.29	\$32.85	\$34.39	\$35.96	
	Maintenance Superintendent	\$26.63	\$28.19	\$29.73	\$31.29	\$32.85	\$34.39	\$35.96	
	Children's Librarian	\$1,065.23	\$1,127.45	\$1,189.26	\$1,251.49	\$1,313.71	\$1,375.52	\$1,438.16	
	Recreation Program Coordinator	\$1,065.23	\$1,127.45	\$1,189.26	\$1,251.49	\$1,313.71	\$1,375.52	\$1,438.16	
	Reference and Technical Services Librarian	\$1,065.23	\$1,127.45	\$1,189.26	\$1,251.49	\$1,313.71	\$1,375.52	\$1,438.16	
10	Utilities Maintenance Superintendent	\$29.31	\$31.01	\$32.71	\$34.42	\$36.12	\$37.82	\$39.54	
	Wastewater Treatment Superintendent	\$29.31	\$31.01	\$32.71	\$34.42	\$36.12	\$37.82	\$39.54	
	Water Treatment Superintendent	\$29.31	\$31.01	\$32.71	\$34.42	\$36.12	\$37.82	\$39.54	
	Administrative Services Manager	\$1,171.94	\$1,240.09	\$1,308.25	\$1,376.41	\$1,444.56	\$1,512.73	\$1,581.50	
	Airport Operations Supervisor	\$1,171.94	\$1,240.09	\$1,308.25	\$1,376.41	\$1,444.56	\$1,512.73	\$1,581.50	
	Assistant Recreation Director	\$1,171.94	\$1,240.09	\$1,308.25	\$1,376.41	\$1,444.56	\$1,512.73	\$1,581.50	
	Code Enforcement Director	\$1,171.94	\$1,240.09	\$1,308.25	\$1,376.41	\$1,444.56	\$1,512.73	\$1,581.50	
	Deputy Library Director	\$1,171.94	\$1,240.09	\$1,308.25	\$1,376.41	\$1,444.56	\$1,512.73	\$1,581.50	
	Fire Marshal	\$1,171.94	\$1,240.09	\$1,308.25	\$1,376.41	\$1,444.56	\$1,512.73	\$1,581.50	
	GIS Coordinator	\$1,171.94	\$1,240.09	\$1,308.25	\$1,376.41	\$1,444.56	\$1,512.73	\$1,581.50	
11	Senior Planner	\$1,171.94	\$1,240.09	\$1,308.25	\$1,376.41	\$1,444.56	\$1,512.73	\$1,581.50	
	City Engineer	\$1,289.04	\$1,364.21	\$1,439.36	\$1,514.52	\$1,589.67	\$1,664.83	\$1,740.00	
	City Planner	\$1,289.04	\$1,364.21	\$1,439.36	\$1,514.52	\$1,589.67	\$1,664.83	\$1,740.00	
12	City Assessor	\$1,314.31	\$1,391.05	\$1,467.78	\$1,544.50	\$1,621.23	\$1,697.96	\$1,774.73	
	Deputy Fire Chief	\$1,314.31	\$1,391.05	\$1,467.78	\$1,544.50	\$1,621.23	\$1,697.96	\$1,774.73	
	Information Systems Manager	\$1,314.31	\$1,391.05	\$1,467.78	\$1,544.50	\$1,621.23	\$1,697.96	\$1,774.73	
	Police Lieutenant	\$1,314.31	\$1,391.05	\$1,467.78	\$1,544.50	\$1,621.23	\$1,697.96	\$1,774.73	
	Solid Waste Manager	\$1,314.31	\$1,391.05	\$1,467.78	\$1,544.50	\$1,621.23	\$1,697.96	\$1,774.73	
13	Maintenance Manager	\$1,340.84	\$1,419.05	\$1,497.26	\$1,575.48	\$1,653.67	\$1,731.89	\$1,810.10	
14	Police Captain	\$1,368.00	\$1,447.79	\$1,527.56	\$1,607.34	\$1,687.13	\$1,766.92	\$1,846.72	

APPENDIX B - Teamsters #633/LPASE - 2018 Salary Grades		Minimum							1.5% Maximum
Grade	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
6	Branch Librarian Coordinator	\$23.59	\$24.57	\$25.56	\$26.54	\$27.53	\$28.48	\$29.47	
7	Field Inspector	\$24.54	\$25.56	\$26.57	\$27.59	\$28.60	\$29.61	\$30.67	
8	Code/Health Inspector	\$25.03	\$26.07	\$27.10	\$28.14	\$29.18	\$30.21	\$31.30	
	Real Estate Appraiser II	\$25.03	\$26.07	\$27.10	\$28.14	\$29.18	\$30.21	\$31.30	
	Associate Planner	\$1,001.34	\$1,042.72	\$1,084.14	\$1,125.54	\$1,166.95	\$1,208.35	\$1,251.85	
	Reference and Young Adult Librarian	\$1,001.34	\$1,042.72	\$1,084.14	\$1,125.54	\$1,166.95	\$1,208.35	\$1,251.85	
9	Communication Supervisor	\$27.03	\$28.61	\$30.18	\$31.76	\$33.34	\$34.91	\$36.50	
	Fleet Maintenance Superintendent	\$27.03	\$28.61	\$30.18	\$31.76	\$33.34	\$34.91	\$36.50	
	Maintenance Superintendent	\$27.03	\$28.61	\$30.18	\$31.76	\$33.34	\$34.91	\$36.50	
	Children's Librarian	\$1,081.21	\$1,144.36	\$1,207.10	\$1,270.26	\$1,333.41	\$1,396.15	\$1,459.73	
	Recreation Program Coordinator	\$1,081.21	\$1,144.36	\$1,207.10	\$1,270.26	\$1,333.41	\$1,396.15	\$1,459.73	
	Reference and Technical Services Librarian	\$1,081.21	\$1,144.36	\$1,207.10	\$1,270.26	\$1,333.41	\$1,396.15	\$1,459.73	
10	Utilities Maintenance Superintendent	\$29.75	\$31.47	\$33.20	\$34.94	\$36.66	\$38.39	\$40.13	
	Wastewater Treatment Superintendent	\$29.75	\$31.47	\$33.20	\$34.94	\$36.66	\$38.39	\$40.13	
	Water Treatment Superintendent	\$29.75	\$31.47	\$33.20	\$34.94	\$36.66	\$38.39	\$40.13	
	Administrative Services Manager	\$1,189.52	\$1,258.69	\$1,327.88	\$1,397.05	\$1,466.23	\$1,535.42	\$1,605.22	
	Airport Operations Supervisor	\$1,189.52	\$1,258.69	\$1,327.88	\$1,397.05	\$1,466.23	\$1,535.42	\$1,605.22	
	Assistant Recreation Director	\$1,189.52	\$1,258.69	\$1,327.88	\$1,397.05	\$1,466.23	\$1,535.42	\$1,605.22	
	Code Enforcement Director	\$1,189.52	\$1,258.69	\$1,327.88	\$1,397.05	\$1,466.23	\$1,535.42	\$1,605.22	
	Deputy Library Director	\$1,189.52	\$1,258.69	\$1,327.88	\$1,397.05	\$1,466.23	\$1,535.42	\$1,605.22	
	Fire Marshal	\$1,189.52	\$1,258.69	\$1,327.88	\$1,397.05	\$1,466.23	\$1,535.42	\$1,605.22	
	GIS Coordinator	\$1,189.52	\$1,258.69	\$1,327.88	\$1,397.05	\$1,466.23	\$1,535.42	\$1,605.22	
	Senior Planner	\$1,189.52	\$1,258.69	\$1,327.88	\$1,397.05	\$1,466.23	\$1,535.42	\$1,605.22	
11	City Engineer	\$1,308.38	\$1,384.67	\$1,460.95	\$1,537.23	\$1,613.51	\$1,689.81	\$1,766.10	
	City Planner	\$1,308.38	\$1,384.67	\$1,460.95	\$1,537.23	\$1,613.51	\$1,689.81	\$1,766.10	
12	City Assessor	\$1,334.03	\$1,411.92	\$1,489.80	\$1,567.67	\$1,645.55	\$1,723.43	\$1,801.35	
	Deputy Fire Chief	\$1,334.03	\$1,411.92	\$1,489.80	\$1,567.67	\$1,645.55	\$1,723.43	\$1,801.35	
	Information Systems Manager	\$1,334.03	\$1,411.92	\$1,489.80	\$1,567.67	\$1,645.55	\$1,723.43	\$1,801.35	
	Police Lieutenant	\$1,334.03	\$1,411.92	\$1,489.80	\$1,567.67	\$1,645.55	\$1,723.43	\$1,801.35	
	Solid Waste Manager	\$1,334.03	\$1,411.92	\$1,489.80	\$1,567.67	\$1,645.55	\$1,723.43	\$1,801.35	
13	Maintenance Manager	\$1,360.95	\$1,440.34	\$1,519.72	\$1,599.11	\$1,678.48	\$1,757.87	\$1,837.25	
14	Police Captain	\$1,388.52	\$1,469.51	\$1,550.48	\$1,631.45	\$1,712.44	\$1,793.43	\$1,874.43	

The supplemental appropriation is to be paid for by using General Fund Unassigned (Spendable) Fund Balance (\$19,000) -- no Municipal Tax Rate impact in 2017; \$910 paid for through landfill (\$910), water (\$980) and sewer (\$980) service fees.

Year	Wages	Benefits	Total	Cumulative			Source of Financing				
				Wages	Benefits	Total	Fund Balance	Property Taxation	Landfill Fees	Water Fees	Sewer Fees
2017	\$18,070	\$3,800	\$21,870	\$18,070	\$3,800	\$21,870	\$19,000	\$0	\$910	\$980	\$980
2018	<u>\$37,050</u>	<u>\$7,820</u>	<u>\$44,870</u>	<u>\$55,120</u>	<u>\$11,620</u>	<u>\$66,740</u>	<u>\$0</u>	<u>\$57,980</u>	<u>\$2,820</u>	<u>\$2,975</u>	<u>\$2,965</u>
Totals	<u>\$55,120</u>	<u>\$11,620</u>	<u>\$66,740</u>	<u>\$73,190</u>	<u>\$15,420</u>	<u>\$88,610</u>	<u>\$19,000</u>	<u>\$57,980</u>	<u>\$3,730</u>	<u>\$3,955</u>	<u>\$3,945</u>
General Fund						\$76,980	\$19,000	\$57,980	\$0	\$0	\$0
Solid Waste Disposal Fund						\$3,730	\$0	\$0	\$3,730	\$0	\$0
Water Treatment and Distribution Fund						\$3,955	\$0	\$0	\$0	\$3,955	\$0
Sewage Collection and Disposal Fund						\$3,945	\$0	\$0	\$0	\$0	\$3,945
Total						<u>\$88,610</u>	<u>\$19,000</u>	<u>\$57,980</u>	<u>\$3,730</u>	<u>\$3,955</u>	<u>\$3,945</u>

Fund/Department	Appropriation			Source of Financing
	Wages	Statutory Benefits	Total	
General Fund	\$15,690	\$3,310	\$19,000	Unassigned Fund Balance
City Assessing	\$10	\$0	\$10	
Planning and Zoning	\$3,760	\$830	\$4,590	
Police	\$4,450	\$940	\$5,390	
Public Works	\$3,160	\$680	\$3,840	
Recreation and Parks	\$1,480	\$320	\$1,800	
Library	\$2,830	\$540	\$3,370	
Solid Waste Disposal Fund	\$760	\$150	\$910	Landfill Service Fees
Public Works	\$760	\$150	\$910	
Water Treatment and Distribution Fund	\$810	\$170	\$980	Water Service Fees
Public Works	\$810	\$170	\$980	
Sewage Collection and Disposal Fund	\$810	\$170	\$980	Sewer Service Fees
Public Works	\$810	\$170	\$980	
Totals	\$18,070	\$3,800	\$21,870	

Passage of supplemental appropriations (appropriations after the annual budget is adopted) require an affirmative vote of two-thirds majority of the City Council after a public hearing – i.e. 9 members present, 6 affirmative votes needed; 8 member/6 votes; 7 members/5 votes; 6 members/4 votes; and 5 members (quorum)/4 votes. Notice of the public hearing must be printed in a newspaper published or circulated locally once a week in two successive calendar weeks with the last publication being at least seven days, including the day of publication, before the public hearing. The City Council is required to designate how (the source) the appropriation is to be paid for.

The City Council is asked to recognize the first of three presentations and to schedule a public hearing for September 6, 2017 beginning at 7:00 p.m., City Council Chambers, City Hall, for the purpose of receiving public input to be followed by action to adopt the proposed amendment of Ordinance No. 18, Salary Plan, Article III, Bargaining Unit Employees, Teamsters #633/LPASE. The second and third presentations will be August 16 and September 6.

In addition, the City Council is asked to schedule a public hearing for September 6, 2017 beginning at 7:00 p.m., City Council Chambers, City Hall, for the purpose of receiving public input to be followed by action to appropriate the sum of \$21,870 (Twenty-One Thousand Eight Hundred and Seventy Dollars).

ACTION

The Council is requested to consider the following motions:

(1) PRESENTATION:

MOVED, that the Lebanon City Council recognizes the first of three presentations to amend Ordinance No. 18, Salary Plan, Article III, Bargaining Unit Employees, Teamsters #633/Lebanon Professional, Administrative and Salaried Employees, by replacing the current language with “Employees covered by the terms and conditions of the collective bargaining agreement between the City of Lebanon and Teamsters #633/Lebanon Professional, Administrative and Salaried Employees, as provided in that agreement, and as placed on file in the office of the City Clerk, shall be paid in accordance with the accompanying pay plan for the first pay period of January 2017 to the last pay period of December 2018.”

(2) SCHEDULE TWO PUBLIC HEARINGS:

MOVED, that the Lebanon City Council directs that two public hearings be held on September 6, 2017 beginning at 7:00 p.m., City Council Chambers, City Hall, for the purpose of receiving public input followed by action to amend Ordinance No. 18, Salary Plan, Article III, Bargaining Unit Employees, Teamsters #633/Lebanon Professional, Administrative and Salaried Employees, by replacing the current language with "Employees covered by the terms and conditions of the collective bargaining agreement between the City of Lebanon and Teamsters #633/Lebanon Professional, Administrative and Salaried Employees, as provided in that agreement, and as placed on file in the office of the City Clerk, shall be paid in accordance with the accompanying pay plan for the first pay period of January 2017 to the last pay period of December 2018" and to appropriate the sum of \$21,870 (Twenty One Thousand Eight Hundred and Seventy Dollars) in order to implement cost items for the first year (2017) of the two year collective bargaining agreement between the City of Lebanon and Teamsters #633/Lebanon Professional, Administrative and Salaried Employees with the source of financing General Fund Unassigned (Spendable) Fund Balance and landfill, water and sewer service fees.