

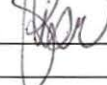
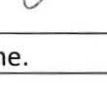


## City of Bethel Action Memorandum

Action memorandum No.	18-14		
Date action introduced:	Feb 27, 2018	Introduced by:	Peter Williams, City Manager
Date action taken:	February 27, 2018	X	Approved Denied
Confirmed by:	LS		

**Action Title: City of Bethel and City of Bethel Employees Association Local #6055 Proposed Collective Bargaining Agreement**

**Attachment(s): ~~Proposed Collective Bargaining Agreement~~**

Department/Individual:	Initials:	Remarks:
City Attorney		
City Clerk		
Finance Director		
City Manager		

Amount of fiscal impact:	Account information:
	No fiscal impact at this time.
FY 2018 \$284,226	Funds in City Budget.
	Funds not in City Budget.

### Summary Statement

The City of Bethel and the City of Bethel Employees Association Local #6055, APEA/AFT (AFL-CIO) have reached agreement on a proposed Collective Bargaining Agreement (CBA) for the period of July 1, 2017 – June 30, 2020. This CBA is being presented to the Bethel City Council for approval.

### Highlights of Agreement

#### ➤ COLA -

July 1, 2017, all employees will receive a 2.5% pay increase	<b>(\$142,113)</b>
July 1, 2018, all employees will receive a 2.5% pay increase	<b>(\$149,218)</b>
July 1, 2019, all employees will receive a 2.5% pay increase	<b>(\$156,679)</b>

- Performance Evaluations - July 1, 2017 to June 30, 2018, Employees who receive a performance evaluation of "Good to average" will be entitled to a one step increase at 2.5% through the salary range. Effective July 1 2018, and continuing throughout the term of the contract, employees who receive a performance evaluation of "very good/meets expectations to excellent" will receive the annual Merit increase of one step (2.5%).

FY 2018	<b>(\$142,113)</b>
FY 2019	<b>(\$149,218)</b>
FY 2020	<b>(\$156,279)</b>

#### Medical Premiums -

Year 1: Employee pays \$20 per month per covered individual (\$60 Max.)

Year 2: Employee pays \$25 per month per covered individual (\$75 Max.)

Year 3: Employee pays \$30 per month per covered individual (\$90 Max.)

FY 2018	<b>\$41,040</b>
FY 2019	<b>\$51,300</b>
FY 2020	<b>\$61,560</b>

- All Police officers serve 6 months' probation (formally some served 12 months.)
- Discipline or Separation during Probationary Period - Language clarification that newly hired employees serve "at will". Removes language regarding an employee demoted.
- Discipline and Discharge - Mitigating circumstances may be considered when evaluating just cause discipline.
- Paid Time Off –
  - Leave Accrual Rate- Increases mandatory usage of PTO
    - 0-1 years (ineligible/Kelly ineligible)
    - 2 (from 48 hours to 130 hours/Kelly 273);
    - 2-5 (from 72 hours to 143 hours/Kelly 286);
    - 5-10 (from 96 hours to 156 hours/Kelly 299);
    - 10-15 (from 120 hours to 169 hours/Kelly 318.5);
    - more than 15 (136 hours to 182 Hours/Kelly 338)
  - Maximum Accrual - Reduces Maximum Accrual Rate from 720 to 550 hours/Kelly 742.50
- Utility Benefit - Current \$115 max will increase to \$132.62; one extra call per year for water goes away. Charges for utility services will be deducted via payroll monthly.