




# City of Bandon


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*Bandon by the Sea*

## AGENDA REPORT

**TO:** Honorable Mayor and Members of the City Council

**FROM:** Torrey Contreras, City Manager 

**INITIATED BY:** Paula Burris, Finance Director 

**DATE:** August 5, 2024

**SUBJECT:** **ITEM 4.4: COLLECTIVE BARGAINING AGREEMENT FOR TEAMSTERS, PUBLIC WORKS, FOR FISCAL YEAR 2024-25 THROUGH FISCAL YEAR 2026-27**

### BACKGROUND:

Teamsters Local Union No. 206 (Teamsters) represents the City's Public Works (6.0 FTE's), Water Plant (2.5 FTE's), and Wastewater Plant (2.5 FTE's) employees. The collective bargaining agreement expired on June 30, 2024.

### ANALYSIS OF THE ISSUES:

The City and Teamsters have met and reached a tentative agreement for your consideration. The following are the proposed updates that would be included in the new agreement. All other terms and conditions would remain the same.

- Contract period is from July 1, 2024 through June 30, 2027
- Update language from 'handicap' to 'disability' in the **Non-Discrimination** section.
- **Wages**
  - Effective July 1, 2024, a cost-of-living adjustment (COLA) wage increase of four percent (4%).
  - Effective July 1, 2025, a COLA wage increase of four percent (4%).
  - Effective July 1, 2026, a wage increase of 1% plus a COLA equal to the CPI-U West for the prior year ending in December, with a minimum of 2% and a maximum of 4%.

**COLLECTIVE BARGAINING AGREEMENT FOR TEAMSTERS, PUBLIC WORKS, FOR FISCAL YEAR 2024-25 THROUGH FISCAL YEAR 2026-27**

Page 2

- A \$10 increase to **Certification Pays**, as follows:

		<u>Current</u>	<u>Proposed</u>
<b>Distribution</b>	<b>1</b>	\$15	<b>\$25</b>
	<b>2</b>	\$20	<b>\$30</b>
	<b>3</b>	\$25	<b>\$35</b>
<b>Collections</b>	<b>1</b>	\$15	<b>\$25</b>
	<b>2</b>	\$20	<b>\$30</b>
	<b>3</b>	\$25	<b>\$35</b>
<b>Herbicides</b>		\$25	<b>\$35</b>
<b>Wastewater</b>	<b>1</b>	\$15	<b>\$25</b>
	<b>2</b>	\$20	<b>\$30</b>
	<b>3</b>	\$25	<b>\$35</b>
<b>Water Treatment</b>	<b>1</b>	\$15	<b>\$25</b>
	<b>2</b>	\$20	<b>\$30</b>
	<b>3</b>	\$25	<b>\$35</b>
<b>Backflow</b>		\$15	<b>\$25</b>

- Add federally recognized **Holiday**, Juneteenth.

**FISCAL IMPACT:**

The cost-of-living adjustments are in alignment with other Oregon cities of similar size and population. The FY 2024-25 Adopted Budget includes the proposed COLA increase and certification pay adjustments.

**RECOMMENDATION:**

The following is recommended to the City Council:

1. Review and discuss the information provided;
2. Approve Item 4.4, which is captioned below; and
3. Authorize the City Manager to enter into the agreement and make administrative amendments for the duration of the agreement:

**APPROVE THE COLLECTIVE BARGAINING AGREEMENT FOR TEAMSTERS LOCAL UNION NO. 206, PUBLIC WORKS, FOR FISCAL YEAR 2024-25 THROUGH FISCAL YEAR 2026-27 AND AUTHORIZE THE CITY MANAGER TO ENTER INTO THE AGREEMENT AND MAKE ADMINISTRATION AMENDMENTS FOR THE DURATION OF THE AGREEMENT**