

BEFORE THE COUNCIL OF THE
METROPOLITAN SERVICE DISTRICT

FOR THE PURPOSE OF RATIFYING THE) RESOLUTION NO. 92-1577A
TENTATIVE FINAL WAGE SETTLEMENT)
WITH LABORERS INTERNATIONAL UNION,) Introduced by Rena Cusma,
LOCAL 483, RESULTING FROM A) Executive Officer
CLASSIFICATION STUDY OF CERTAIN)
SPECIFIED CLASSIFICATIONS,)
EFFECTIVE 8/15/91)

WHEREAS, In conjunction with 1991 collective bargaining, Metro agreed to complete a classification study of certain specified classes represented by LIU Local 483, to determine if the studied classes were internally consistent and adequately compensated relative to the comparable labor market; and

WHEREAS, The aforementioned classification study was completed on October 12, 1991, after which the parties attempted to bargain over the wage adjustments recommended by the study; and

WHEREAS, On February 12, 1992, and pursuant to the Agreement, a final and binding wage determination was made by a three-person panel consisting of a management representative, a union representative and a neutral party; now therefore,

BE IT RESOLVED,

That the Council of the Metropolitan Service District hereby ratifies the aforementioned tentative final wage agreement with the Laborers International Union, Local 483, and amends the Metro Pay Plan to incorporate the Local 483 pay schedule attached as Exhibit A.

Adopted by the Council of the Metropolitan Service District
this 12th day of March, 1992.



Jim Gardner, Presiding Officer

**METROPOLITAN SERVICE DISTRICT
 LABORERS INTERNATIONAL UNION, LOCAL 483 PAY SCHEDULE**

Class Code	Classification	Pay Range (Hourly Rates):		
		Entrance Rate	After Six Months	After One Year
019*	Typist-Receptionist	7.75 <u>8.09</u>	8.11 <u>8.47</u>	8.70 <u>9.08</u>
035*	Clerk/Bookkeeper	8.95	9.55	10.17
020*	Clerk/Stenographer	9.58	10.18	10.87
430*	Laborer (90 working days)	9.61	-----	-----
461*	Stationmaster	10.55	10.90	11.30
465*	Gardener 1	10.91	11.68	12.09
445*	Maintenance Worker 1	10.91	11.68	12.09
535*	Nutrition Technician	11.34	12.27	13.21
470*	Animal Keeper	11.34	-----	13.21
466*	Gardener 2	11.88	12.47	13.38
446*	Maintenance Worker 2	11.88	12.47	13.38
447*	Maintenance Worker 3	12.64	13.22	14.11
448*	Maintenance Technician	12.64 <u>14.06</u>	13.22 <u>14.70</u>	14.11 <u>15.69</u>
467*	Senior Gardener	13.66	14.26	15.15
478*	Work Center Coordinator	13.66	14.26	15.15
471*	Senior Animal Keeper	13.95	-----	-----
455*	Maintenance Mechanic	14.30 <u>14.71</u>	-----	14.72 <u>16.41</u>
456*	Master Mechanic	14.71	-----	16.41
457*	Maintenance Electrician	17.99 <u>18.93</u>	-----	-----

* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: ~~July 1, 1991 - June 30, 1992~~
August 15, 1991 - June 30, 1992

FY 1991/92 Fiscal Impact: The following figures include a 33% fringe benefit cost. All figures are rounded to the nearest dollar.

1.	4.85 FTE Typist Receptionists at 4.4%	= \$4355
2.	1 FTE Maintenance Electrician at 5.2%	= \$2193
3.	1 FTE Maintenance Technician (HVAC) at 11.2%	= \$3706
4.	1 FTE Maintenance Mechanic at 11.4%	= <u>\$3935</u>
	<u>TOTAL</u>	\$14,189

EXECUTIVE OFFICER'S RECOMMENDATION

The Executive Officer recommends adoption of Resolution No. 92-1577.

FINAL WAGE DETERMINATION

The three (3) person committee established pursuant to Article 22.3 of the current agreement between Metro and LIU Local 483 have determined the following pay rates as final settlement of wage issues raised by the classification study completed 10-1-91 and authorized by a Letter of Agreement attached to the current agreement:

1. The Gardener I classification is appropriately compensated and will receive no special pay adjustment.
2. The Typist/Receptionist classification will receive a 4.4% increase on all steps on Schedule A effective on the date of this agreement as specified below. Effective July 1, 1991^{m.s.},₃₋₂₋₉₂ each salary step of the Typist/Receptionist classification as specified on Schedule A will be increased by 5%.
3. The pay of the Maintenance Electrician classification will be increased by 5.2% at all steps.
4. The pay of the Maintenance Technician (HVAC) classification will be increased by 11.2% at all steps.
5. The pay of the Maintenance Mechanic will be increased by 11.4% at all steps.

The effective date for the wage adjustments stated above shall be retroactive to August 15, 1991.

Michael Burt
Metro
2-12-92
Date

Craig Conroy
Neutral
2-12-92
Date

Glenn Faurer
Union
2-12-92
Date

FINANCE COMMITTEE REPORT

RESOLUTION NO. 92-1577A, RATIFYING THE TENTATIVE FINAL WAGE AGREEMENT WITH LIU, LOCAL 483 RESULTING FROM A CLASSIFICATION STUDY

Date: March 9, 1992

Presented By: Councilor Hansen

COMMITTEE RECOMMENDATION: At its March 5, 1992 meeting the Committee voted unanimously to recommend Council approval of Resolution No. 92-1577 as amended. Present and voting were Councilors Devlin, Hansen, Van Bergen and Wyers. Councilor Gardner was excused.

COMMITTEE DISCUSSION/ISSUES: Mike Brock, Labor Relations Analyst, presented the Staff Report. He indicated that this resolution results from an earlier agreement with the bargaining unit to undertake a limited pay and classification study for certain Zoo Department classifications. The tentative agreement following a study of various factors was reached by a three person panel (Metro, Union and Neutral representatives). The agreement provides the following wage adjustments retroactive to August 15, 1991:

1. The Gardener I classification will receive no special pay adjustment.
2. The pay range of the Typist/Receptionist classification will be increased by 4.4% effective 8/15/91. It will be increased and additional 5% effective 7/1/93.
3. The pay range of the Maintenance Electrician classification will be increased by 5.2%.
4. The pay range of the Maintenance Technician classification will be increased by 11.2%.
5. The pay range of the Maintenance Mechanic classification will be increased by 11.4%

Mr. Brock indicated the estimated fiscal impact of this agreement for FY 91-92 is an additional cost of \$14,189. He presented the Committee an amendment to the salary schedule attached as Exhibit A which corrected the salary rate for the Maintenance Mechanic classification to make it consistent with the agreement. The Committee approved the proposed amendment.

PROPOSED--Exhibit A

documents w/ typos, corrected versions
list. at Finance. com. & attached cover w/ signed
resolution) (3/12/92

Class Code	Classification	Pay Range (Hourly Rates):		
		Entrance Rate	After Six Months	After One Year
019*	Typist-Receptionist	7.75 <u>8.09</u>	8.11 <u>8.47</u>	8.70 <u>9.08</u>
035*	Clerk/Bookkeeper	8.95	9.55	10.17
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456*	Master Mechanic	14.71	-----	16.41
457*	Maintenance Electrician	17.99 <u>18.93</u>	-----	-----

* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: ~~July 1, 1991 - June 30, 1992~~
August 15, 1991 - June 30, 1992

EXHIBIT B

FINAL WAGE DETERMINATION

The three (3) person committee established pursuant to Article 22.3 of the current agreement between Metro and LIU Local 483 have determined the following pay rates as final settlement of wage issues raised by the classification study completed 10-1-91 and authorized by a Letter of Agreement attached to the current agreement:

1. The Gardener I classification is appropriately compensated and will receive no special pay adjustment.
2. The Typist/Receptionist classification will receive a 4.4% increase on all steps on Schedule A effective on the date of this agreement as specified below. Effective July 1, 1993, each salary step of the Typist/Receptionist classification as specified on Schedule A will be increased by 5%.
3. The pay of the Maintenance Electrician classification will be increased by 5.2% at all steps.
4. The pay of the Maintenance Technician (HVAC) classification will be increased by 11.2% at all steps.
5. The pay of the Maintenance Mechanic will be increased by 11.4% at all steps.

The effective date for the wage adjustments stated above shall be retroactive to August 15, 1991.

Michael Brink
Metro
2-12-92
Date

Craig Conner
Neutral
2-12-92
Date

John A. Brown
Union
2-12-92
Date

STAFF REPORT

CONSIDERATION OF RESOLUTION 92-1577
RECOMMENDING RATIFICATION OF A TENTATIVE
FINAL WAGE SETTLEMENT
REACHED BETWEEN METRO AND LIU LOCAL 483
RESULTING FROM A CLASSIFICATION STUDY OF
CERTAIN SPECIFIED CLASSIFICATIONS

Date: February 27, 1992

Presented by: Paula Paris
Mike Brock

Background: In conjunction with 1991 collective bargaining, the parties signed a Letter of Agreement authorizing a study of the following classifications represented by LIU Local 483: Gardener I, Maintenance Electrician, Maintenance Technician (HVAC), Master Mechanic, and Typist/Receptionist. The purpose of the classification study was to determine whether the subject classes were properly classified relative to Metro's internal classification system, and appropriately compensated relative to the local labor market, with the understanding that the parties would negotiate over any wage adjustments proposed by the study. Consequently, the study was completed on October 1, 1991 in accordance with the Agreement, and the parties convened on three occasions to bargain wage rates. Pursuant to Article 22.3 of the Agreement, a final and binding determination on wages was reached on February 12, 1992 by a three person panel consisting of one Metro representative, one Union representative and one neutral representative provided by the State Conciliation Service. Following is the final wage determination made by the panel:

1. The Gardener I classification will receive no special pay adjustment.
2. The pay range of the Typist/Receptionist classification will be increased by 4.4% effective August 15, 1991. The Typist/Receptionist pay range will be increased an additional 5% effective July 1, 1993.
3. The pay range of the Maintenance Electrician class will be increased by 5.2%.
4. The pay range of the Maintenance Technician (HVAC) classification will be increased by 11.2%.
5. The pay range of the Maintenance Mechanic will be increased by 11.4%.

The effective date of all wage adjustments stated above shall be retroactive to August 15, 1991.