

MEMORANDUM

TO: Board of Trustees

THROUGH: Steven J. Pinkerton
General Manager

FROM: Dee Carey
Director of Human Resources

SUBJECT: Review, discuss and possibly approve the Bargaining Agreements for Non-Supervisory and Superintendent Bargaining Units with the Operating Engineers Local Union No. 3

DATE: August 1, 2017

I. RECOMMENDATION

That the Board of Trustees makes a motion to authorize the Board Chairwoman and Board Secretary to execute bargaining unit agreements with the Operating Engineers Local Union No. 3 for the Non-Supervisory and Superintendent employees as negotiated by the IVGID Management Team.

II. BACKGROUND

As you are aware, IVGID's Management Staff and the employees in the two bargaining units have been meeting since April 2017 to negotiate labor agreements. We have reached multiyear contracts with these two bargaining units. The Non-Supervisory and Superintendent agreements each have three year contracts and will expire June 30, 2020. One of the biggest changes is the Finance and Accounting bargaining unit is now incorporated with the Non-supervisory bargaining unit and our Information Technology Department is a new addition to the Non-Supervisory bargaining unit.

III. FINANCIAL IMPACT

The key financial impacts of the agreements are as follows:

For the Non-Supervisory bargaining unit only, effective July 2, 2017:

- Increase in wages of 3% effective July 2, 2017.

- Performance based increase in wages based on goal and evaluation ratings of either -1%, +1%, or +2.5% effective July 2018 and 2019.
- Cost of Living Adjustment (COLA) Increase - a floor of 0% up to amount listed in the Consumer Price Index (CPI)-West all items, line six, in March of each year.
- Increase Deferred Compensation Retirement plan match from 2% to 3% effective July 2018 and increase match 3% to 4% effective July 2019.
- Increase in clothing allowance from a stipend of \$500 a year to \$600 a year. Clothing allowance is purchased at a discounted contracted rate.
- On-Call and snow watch pay increase of 12.3% that are still defined as regular on call, snow watch weekend, and snow watch holiday.
- Added all Mechanic positions to the Safety Sensitive position list eligible for yearly bonus of \$250.00.
- Added Mechanic certification bonus at the end of each fiscal year in the amount of \$50.00 for each of the nine (9) allowable certifications that are held.
- Added titles of mechanic certifications Lead Mechanic III – Ski, Lead Mechanic III – Golf and Lead Mechanic III – Public Works.
- Merged Uncertified and Certified Pay Scales into one scale now referred to as G Pay Scale using the rates from the previously existing Certified Scale.

For the Superintendent bargaining unit only, effective July 2, 2017:

- Increase in wages of 3% effective July 2, 2017.
- Performance based increase in wages based on goal and evaluation ratings of either -1%, +1%, or +2.5% effective July 2018 and 2019.
- COLA Increase - a floor of 0% up to amount listed in the CPI-W all items line six in March of each year.
- Increase Deferred Compensation Retirement plan match from 2% to 3% effective July 2018 and increase match 3% to 4% effective July 2019.

The three percent wage increase for July 2, 2107 was included in the adopted IVGID budget for 2018-19.

IV. NON-FINANCIAL IMPACT

The key non-financial impacts of the agreements are:

Review, discuss and possibly approve -3-
the Bargaining Agreements for Non-
Supervisory and Superintendent Bargaining
Units with the Operating Engineers Local
Union No. 3

August 1, 2017

- Cleaned up language regarding bereavement, vacation, jury duty, effective date of increases to fall in line with first day of new pay period, discipline and discharge, grievances, and holiday pay for actual holiday not observed.

V. COMMENTS

The union membership ratified the terms of agreement by majority vote. This is a General Business item in accordance with Nevada Revised Statutes Chapter 288.153.