



Takoma Park City Council Meeting – April 18, 2018 Agenda Item 3

Voting Session

Resolution Ratifying the Collective Bargaining Agreement between the American Federation of State, County and Municipal Employees (AFSCME) Council 67, Local 3399 and the City of Takoma Park

Recommended Council Action

To approve the Collective Bargaining Agreement

Context with Key Issues

The negotiating teams representing the City of Takoma Park and the union representing municipal employees who are members of AFSCME Council 67, Local 3399 have completed negotiations of the Collective Bargaining Agreement (Agreement) covering the period from July 1, 2017 to June 30, 2020.

The current Agreement expired June 30, 2017. Negotiations began on December 3, 2016 and concluded with the ratification vote by bargaining unit members on April 12, 2018. The parties negotiated both economic and non-economic items within the agreement including some of the key issues listed below:

- Leave (Article 7)
- Uniforms (Article 16)
- Performance Evaluations (Article 25)
- Wages (Article 30)

Leave (Article 7):

1(a) The Union requested that leave be accrued on a per pay period basis rather than on a monthly basis. The language was adjusted to incorporate leave accrual on a per pay period basis with no change in the amount of leave accrual based on tenure. This will require a Code change to 4.04.330(H), language for the change is forthcoming.

Uniforms (Article 16):

(d) The clothing and boot allowance was increased from \$200 twice a year to \$225 twice per year.

Performance Evaluation (Article 25):

The City maintained the continuation of pay for performance with a commitment to improving the process, evaluation forms and criteria as well as the administration of the program. Effective July 1, 2018, all staff rating periods will be on a July 1 to June 30 schedule to coincide with the fiscal year as well as council priorities and applicable City wide initiatives. (Separate from the CBA: A Performance Evaluation Improvement Committee has been established to revise the performance appraisal form and improve the process. It is doing so through research and input from staff in a variety of methods including sub-committees and an upcoming survey. The Committee will provide its recommendations to the City Manager in June 2018. Funds have been allocated in the Fiscal Year 2019 budget for a consultant to provide additional support.)

Wages (Article 30):

- Fiscal 2018
 - Upon approval by Council, members will receive a 2.1 percent salary increase to place their salaries on the FY 2018 salary scale effective retroactively to July 1, 2017. An employee rated "Fully Successful" in Fiscal Year 2018 will receive a one-step increase on the salary scale on his or her annual review date, generally the anniversary date of employment. An employee rated as "Distinguished" in Fiscal Year 2018 will receive a two-step increase on the salary scale on his or her annual review date.
- Fiscal 2019
 - Effective July 1, 2018, the salary scale will increase by 2.1 percent and each employee's salary will be adjusted by that amount to place their salaries on the FY 2019 salary scale. An employee rated "Fully Successful" in Fiscal Year 2019 will receive a one-step increase on the FY 2019 salary scale effective July 1, 2018. An employee rated as "Distinguished" in fiscal year 2019 will receive a two-step increase on the FY 2019 salary scale effective July 1, 2018.
- Fiscal 2020
 - The City is conducting a compensation study which will inform the Fiscal Year 2020 wage discussions. Additionally, Federal Tax law changes could impact City revenue. A reopener to address Fiscal Year 2020 wages is appropriate.

The membership of AFSCME Local 3399 ratified the Agreement on April 12, 2018. The City Council must also ratify the Agreement, authorize the City Manager or her designee to sign the Agreement, provide for any funding necessary to implement the Agreement, and approve any provisions of the Agreement that may conflict with the City Code or City rules and regulations. Adoption of the attached resolution would affect those actions.

Council Priority

Engaged, Responsive & Service-oriented Government

Environmental Impact of Action

Adoption of this resolution is not expected to have an environmental impact.

Fiscal Impact of Action

Funds for implementation of the agreement have been budgeted for Fiscal Year 2018 and Fiscal Year 2019.

Racial Equity Impact of Action

Of the 91 active AFSCME staff, 56 are people of color. Adoption of this resolution would provide an increase to the employees' salaries and thereby increase their financial resources. It would provide them with the same increases afforded to other staff who are not part of the AFSCME Collective Bargaining Unit.

Attachments and Links

- Resolution Ratifying the Collective Bargaining Agreement between the American Federation of State, County and Municipal Employees (AFSCME) Council 67, Local 3399 and the City of Takoma Park

Introduced by:

CITY OF TAKOMA PARK, MARYLAND

**RESOLUTION NO. 2018-
RATIFICATION OF COLLECTIVE BARGAINING AGREEMENT BETWEEN
AFSCME COUNCIL 67, LOCAL 3399 AND THE
CITY OF TAKOMA PARK, MARYLAND**

WHEREAS, the negotiating teams representing the City of Takoma Park, Maryland and the Union representing municipal employees who are members of the American Federation of State, County and Municipal Employees (AFSCME) Council 67 and Local 3399 have culminated negotiations the Agreement covering the period from July 1, 2017 to June 30, 2020; and

WHEREAS, the membership of AFSCME Local 3399 ratified the Agreement on April 12, 2018; and

WHEREAS, both parties request that the Council authorize the City Manager or her designee to sign the Agreement; and

WHEREAS, both parties request that funds necessary to implement the Agreement be approved by the Council pursuant to Section 4.08.060 G of the Takoma Park Code; and,

WHEREAS, both parties request Council approval of any provisions of this Agreement that conflict with City Code, rule, or regulation, pursuant to Section 4.08.060 H of the Takoma Park Code.

NOW, THEREFORE, BE IT RESOLVED THAT the Council ratifies the July 1, 2017 to June 30, 2020 Agreement between the City of Takoma Park and AFSCME Council 67 and Local 3399 and authorizes the City Manager or her designee to sign the Collective Bargaining Agreement.

Adopted this _____ day of April, 2018.

Attest:

Jessie Carpenter, CMC
City Clerk