



Takoma Park City Council Meeting – April 3, 2024 Agenda Item 1

Voting Session

Council Resolution Ratifying UFCW Local 400 Collective Bargaining Agreement

Recommended Council Action

Pass a resolution authorizing the City Manager to execute the UFCW Local 400 Collective Bargaining Agreement.

Context with Key Issues

Approximately 70% of the City of Takoma Park's employees are represented by one of two unions: AFSCME 3399 (AFSCME) or UFCW Local 400. A Collective Bargaining Agreement (CBA) is the primary document governing the relations between the City and its union members. A separate CBA exists for both unions.

In March 2023 the City and Local 400 began negotiating a new CBA in recognition that the existing CBA was scheduled to expire on June 30, 2023. On March 27, 2024, Local 400 voted in favor of ratifying the newly negotiated CBA. The City Manager is requesting authorization to execute the CBA with Local 400 on behalf of the City.

If approved by Council and upon execution of the agreement, the new CBA will be effective July 1, 2023 – June 30, 2026 and include adjustments to salaries and wages for Local 400 members in FY24, FY25 and FY26. A summary of the wage and salary adjustments, as well as other key changes, are below:

Wage Adjustments

The wage scale will be adjusted to a Local 400-specific wage scale with 17 steps (attached). Step P is given to Officers at the beginning of their 17th year of service with the City. Step Q is given to Officers at the beginning of their 20th year of service with the City. Stated differently, Steps P and Q are "longevity steps" that Officers do not receive unless and until they have the requisite years of service with the City, and subject to Council funding of step increases in future fiscal years. The new Corporal Grade is based on the former Grade 120 (instead of the former Grade 119).

Fiscal Year 2024: Officers will be placed on the Fiscal Year 2024 wage scale grid at the first step that is closest to each Officer's current step placement without a reduction in pay. Officers will then receive a one-step (3%) increase retroactive to July 1, 2023. The cost for FY 24 is \$95,271.64 (which is \$57,162.98 more than the budgeted 2%). The unrealized increased health insurance costs are being used for this. The total unrealized health cost savings are \$487,000. The total allocated to Local 400 based on the portion of members represented by the union is \$57,162.98. The FY 24 increase results in an approximate 5% increase for all Officers, though some are slightly under or above this percentage.

Fiscal Year 2025: The wage scale grid will be adjusted by 1.5% effective July 1, 2024. In addition, all employees will receive a step increase (3.0%) effective July 1, 2024. This results in a total 4.5% wage adjustment. The estimated cost of the increase for FY 25 will be \$90,031.70.

Fiscal Year 2026: The wage scale grid will not be adjusted. All employees will receive a one-step (3.0%) increase effective July 1, 2025. The estimated cost of the increase for FY 26 will be \$62,722.08.

Failure to Achieve Project Revenue

A new provision is added to the CBA stating that the agreement is dependent upon the City's receipt of sufficient revenue to implement the CBA. If revenues fall below those needed to implement the CBA, the City has the ability to reopen the agreement and renegotiate wage adjustments.

Officer Grades

Officers in the Union will fall in one of the following grades: Recruit, Private, Private First Class, and Corporal. Recruits are paid at the Private Grade

Maryland Police Accountability Act (MPAA)

Updated CBA language by replacing references to the Law Enforcement Officers' Bill of Rights (LEOBR), which is no longer law, with references to the MPASS, which governs police disciplinary actions.

Holidays

Added Juneteenth as a holiday in the CBA and made the day before Christmas a full-day holiday instead of a ½ day.

Continued Discussion

The City agreed to continue the discussion around the future viability of a retiree medical plan.

Differentials

Increased language differential for "basic skill level" from \$1.00 to \$2.00 per hour; increased differential for "advanced skill level" from \$1.50 to \$2.25 per hour. Also increased the stipend paid to Field Training Officers from \$3.00 per hour to \$4.00.

Council Priority

Fiscally Sustainable Government

Environmental Considerations

There are no environmental concerns related to this item.

Fiscal Considerations

The estimated cost for FY24 salary and wage increase is \$57,162.98 more than the budgeted 2% increase included in the adopted FY24 budget. This increase will be absorbed by the roughly \$487,000 in FY24 fringe savings.

Racial Equity Considerations

The City of Takoma Park has adopted a racial equity initiative which includes exploring and instituting methods that have worked in cities around the country to improve government policies, practices, and programs and address racial disparities. As the City of Takoma Park is made up of a variety of cultures and races, we believe that providing competitive wages for employees helps address and minimize economic inequities that often correspond with race and gender.

Attachments and Links

Draft Resolution

Introduced by:

CITY OF TAKOMA PARK, MARYLAND

RESOLUTION 2024-

**RATIFICATION OF COLLECTIVE BARGAINING AGREEMENT BETWEEN
UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION
LOCAL 3399 AND THE CITY OF TAKOMA PARK, MARYLAND**

WHEREAS, the Negotiating Teams representing the City of Takoma Park, Maryland and the Union representing the City employees who are members of United Food and Commercial Workers International Union (UFCW) Local 400 have culminated negotiations on a new Agreement covering three years from July 1, 2023 through June 30, 2026; and

WHEREAS, the membership of Local 400 voted in favor of ratifying the Agreement on March 27, 2024; 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 which 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 Collective Bargaining Agreement, effective July 1, 2023 through June 30, 2026 between the City of Takoma Park and the United Food and Commercial Workers International Union Local 400 and authorizes the City Manager to sign the Agreement

Adopted this ___ day of _____, 2024.

ATTEST:

Jessie Carpenter, CMC
City Clerk